



STATE SALARY RANGES  
of  
Selected Classes of Positions in  
Employment Security-Public Welfare-Public Health  
Mental Health-Civil Defense  
Vocational Rehabilitation

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DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE  
Office of State Merit Systems



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## INTRODUCTION

This salary survey has been made for the information and use of State and Federal officials concerned with the grant-in-aid programs. The compilation shows salary ranges in pay plans for selected classes of positions in State and local grant-aided employment security, public welfare, public health, mental health, vocational rehabilitation and civil defense programs. The survey includes all States, the District of Columbia, Puerto Rico, and the Virgin Islands.

The data for the survey were compiled by the regional representatives, Office of State Merit Systems, in each of the regional offices of the Department of Health, Education, and Welfare. The representatives obtained their information from the classification and compensation plans regularly submitted to this Department, to the Department of Labor, and to the Department of Defense as merit system plan materials.

The definitions for the selected classes reflect typical functions and responsibilities as outlined in the appropriate class specifications of the various States. However, any brief definition of this kind cannot reflect all the possible variations in assignment of duties. If the principal duties of a class of position are determined to be substantially the same as those outlined in the corresponding definition, the salary range has been recorded, irrespective of the State's title for the class. If the duties of a position in a particular State are determined not to be substantially within the scope of the definition, salary data for the class in this State have been excluded.

A number of the definitions indicate the customary amount of required background experience by use of the following qualifying statements: "some" experience, "considerable" experience, and "extensive" experience. These are, in general, interpreted as follows: Some experience - less than 2 years; considerable experience - 2 to 5 years; extensive experience - over 5 years.

The statements in the definitions indicating the usual educational requirements are based primarily upon those stated in the class specifications, but may reflect such educational requirements as are maintained as a general practice throughout the total selection process.

Definitions using the term, "This is the entry (beginning) level professional position in the series," should be interpreted as meaning the level of position in which new workers are recruited to fill beginning professional positions, and not the trainee level of position. For the purpose of the survey, a trainee position is one in which the employee (a) is appointed to go on educational leave or (b) has the basic education but does not have the experience required for appointment to the journeyman level, is not expected to perform the level or scope of duties outlined in the "Definition," usually works under close supervision, spends a portion of his time in a formal continuing training program (in contrast to regular orientation and in-service), and is trained for early promotion to the entry level professional class as defined in the "Definition."

Where a position is not the trainee level as defined above, but is a beginning level position where tenure is limited and promotion is automatic at the next higher level, footnote (f) is used.

The decisions on comparable classes were made by the regional merit system representatives after studying the State class specifications, and applying their additional knowledge to State classification plans and organization. Program representatives participated in the development of the definitions and the determination of comparable classes. The comments of State personnel on previous issuances of the survey have also proved valuable.

It should be kept in mind that because of the differences among the States in size and structure of organizations, as well as in programs and in assignment of duties, the data are not precisely comparable from State to State. In addition to differences in duties of related positions among the State and local agencies, there also are differences with respect to job titles, minimum qualifications, and the policies and practices in the administration of pay plans. Only the more significant of these differences have been identified in the footnotes to the tables.

In view of the considerable differences noted above, caution should be exercised in using these salary data, particularly in assuming exact comparisons between positions.

Footnotes (a) through (f), with explanatory statements, are:

(a) Longevity payments are added to this base pay range.

This footnote indicates that longevity payments may be granted above the recorded maximum salary rate. Cost of living adjustments or other regular supplemental payments are included in the salary range reported.

(b) Appointments are frequently made above the minimum of this salary range.

If under established policies appointments are always made above the minimum, the induction rate is shown as the minimum of the range.

(c) Minimum qualifications in this State significantly higher.

(d) Minimum qualifications in this State significantly lower.

In footnotes (c) and (d), the references to significantly higher and lower qualifications apply where the combination of education and experience is higher or lower than that stated in the definition.

(e) This range includes the lowest minimum and highest maximum limits used by jurisdictions for this class.

This relates to cases where the class of position is used by several jurisdictions and the salary ranges differ. Where many jurisdictions appoint at rates higher than the recorded minimum, the footnote (b) is also used.

(f) After a short period (6 months - 1 year) of satisfactory service in this class, the employee is automatically promoted to the next level class which is at a higher pay scale.

This footnote refers to entrance classes of positions from which the incumbent is automatically promoted to a higher level at the end of 6 months or a year.

Remaining footnotes apply to special items applicable to particular States.

For reference purposes, we are listing below the mean minimum and mean maximum salaries for the current period and the past two years.

<u>CLASS</u>	<u>7/1/68</u> <u>MEAN</u> <u>Min.-Max.</u>	<u>7/1/69</u> <u>MEAN</u> <u>Min.-Max.</u>	<u>7/1/70</u> <u>MEAN</u> <u>Min.-Max.</u>
State Director, Employment Service	\$12735-16312	\$13951-17889	\$14918-19274
Chief of Benefits	10889-13910	11670-14964	12513-16092
Hearings Referee	9254-11944	9979-12889	10583-13637
Local Office Manager	7526- 9630	8101-10400	8651-11100
Unemployment Claims Deputy	6324- 8021	6717- 8548	7239- 9232
Employment Interviewer	5890- 7471	6299- 7993	6694- 8531
Director of Employment Security Research and Statistics	11428-14614	12250-15704	12960-16654
Labor Force Analyst	6921- 8824	7391- 9461	7820- 9992
Employment Counselor	6800- 8573	7232- 9209	7719- 9850
Unemployment Insurance Field Auditor	6907- 8761	7336- 9417	7854-10107
Director of Welfare Research and Statistics	11147-14155	11898-15270	12696-16321
Public Welfare Field Representative	9296-11774	10096-12980	10798-13802
Medical Social Work Consultant	9058-11556	9800-12659	10481-13471
State Director of Social Services	( 1 )	( 2 )	14262-17469
Social Service Supervisor	( 3 )	( 4 )	8303-11274
Social Service Worker	( 5 )	( 6 )	6556- 8741
Consultant on Foster Care and Licensing	8961-11382	9575-12325	10218-13102
(State Director Child Welfare)	<sup>1</sup> 11785-14498	<sup>2</sup> 12712-15843	
(Public Assistance Case Work Supervisor)	<sup>3</sup> 7047- 9625	<sup>4</sup> 7734-10579	
(Child Welfare Supervisor)	<sup>3</sup> 7590-10222	<sup>4</sup> 8325-11256	
(Public Assistance Case Worker)	<sup>5</sup> 5561- 7342	<sup>6</sup> 6087- 8256	
(Child Welfare Worker)	<sup>5</sup> 5961- 7917	<sup>6</sup> 6634- 8836	



<u>CLASS</u>	<u>7/1/68</u> <u>MEAN</u> <u>Min.-Max.</u>	<u>7/1/69</u> <u>MEAN</u> <u>Min.-Max.</u>	<u>7/1/70</u> <u>MEAN</u> <u>Min.-Max.</u>
Director of Public Health Statistics	\$11107-14291	\$11707-15024	\$12432-15753
Director of Public Health Engineering	14845-19515	16111-20448	17272-22043
Public Health Engineer	7935-10008	8570-10862	8967-11398
Sanitarian	6316- 8146	6694- 8672	7158- 9234
Health Officer	14457-18277	15382-19393	16690-20964
State Director, Public Health Nursing	11216-14432	12150-15648	12883-16547
Public Health Nurse Consultant	8696-11119	9406-12036	9961-12802
Public Health Nurse	6192- 8024	6698- 8691	7114- 9244
Director of Public Health Education	10724-13669	11561-14607	12203-15188
Nutrition Consultant	7921-10200	8463-10852	9071-11637
Laboratory Technician	6341- 8033	6778- 8636	7227- 9242
Psychiatrist	17569-21621	18857-23302	19810-24642
Psychologist	8855-11320	9383-12067	9937-12898
Psychiatric Social Worker	7718- 9836	8368-10675	8944-11581
Vocational Rehabilitation Director	14395-17226	15816-18660	17354-20189
Vocational Rehabilitation Counselor	7180-10913	7635- 9854	8047-10442
State Director, Civil Defense	13624-14500	15079-17311	16309-18659
Deputy State Director, Civil Defense	10676-13367	11533-14640	12260-15135
Administrative Officer	8348-10597	9030-11544	9465-12065
Operations Officer	8886-11369	9546-12228	9878-12664
Area Coordinator	7804-10066	8503-10906	8856-11347
Training and Education Officer	7958-10249	8434-10920	8636-11148
Public Information Officer	7964- 9980	8589-10993	8678-11099
Chemical, Biological and Radiological Defense Officer	8206-10382	8925-11476	9250-11734
Communications Officer	7752- 9998	8398-10801	8796-11266

# STATE DIRECTOR, EMPLOYMENT SERVICE

This is highly responsible administrative and supervisory work involving the direction of the state-wide employment service program and the operation of the local Employment Security offices. This class usually requires extensive experience in employment security work and college graduation, or its equivalent.

*New York.....	28060-32415 (a)	*Vermont.....	14586-20410
*Michigan.....	22780-28042 (a)	Idaho.....	14472-17724
*Alaska.....	19940-25164	Virginia.....	14328-18700
*Wisconsin.....	18492-24048	Kentucky.....	13860-17700 (a)
Illinois.....	18120-25200	Tennessee.....	13740-17040
*Pennsylvania.....	17839-23915	*Nevada.....	13716-16626
*Maryland.....	17753-23322	West Virginia.....	13440-16320
*New Jersey.....	17735-23057	Alabama.....	13312-17199
Oklahoma.....	17460-22740 (a)	North Dakota.....	13284-16788 (a)
*Arizona.....	17424-22236	Wyoming.....	13080 (a)
Connecticut.....	16862-20570 (a)	*Louisiana.....	12960-17760 (a)
*Colorado.....	16464-21000 (a)	New Mexico.....	12840-16800 (a)
Florida.....	16042-22620	*Arkansas.....	12696-18000 (a)
*Hawaii.....	16032-20400 (a)	Iowa.....	12528-17628
Minnesota.....	15600-20520	Missouri.....	12288-16452
Massachusetts.....	15577-19804	Delaware.....	12120-16080
*Utah.....	15576-20928 (a)	*Montana.....	12120-15120 (a)
*Washington.....	15192-19380	*Rhode Island.....	11804-14040 (a)
*North Carolina.....	15120-19224 (a)	*New Hampshire.....	11752-14708 (a)
*Georgia.....	15006-19974	*Virgin Islands.....	11704-14937
*Mississippi.....	14916-19248	*South Dakota.....	11436-14592
*Oregon.....	14832-18924	*Maine.....	11180-13520 (a)
South Carolina.....	14750-20590	*Puerto Rico.....	10380-12780 (a, w)
*Nebraska.....	14640-18720	Kansas.....	10248-12924 (a)

Mean Minimum Salary - 14918

Mean Maximum Salary - 19274

(a) Longevity payments are added to the range.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: California, District of Columbia, Indiana, Ohio, Texas.

### CHIEF OF BENEFITS

This is responsible administrative and supervisory work involving the direction of the processing of claims and benefit payments. An employee in this class has direct authority over the central office benefit operations, but may have only indirect and very limited authority in regard to local office benefit functions. This class usually requires extensive experience and training in one of the fields of management. College training may be substituted for some of the required experience.

*New York.....	20427-24077 (a)	*Idaho.....	11904-14472
*Alaska.....	18072-21720	South Carolina.....	11825-16175
*District of Columbia.....	16760-21791	*Rhode Island.....	11804-14040 (a)
Pennsylvania.....	16170-21672	*Arkansas.....	11652-16680 (a)
*New Jersey.....	15320-19916	North Dakota.....	11544-14592 (a)
*Michigan.....	15284-19711 (a)	*VerMont.....	11518-15912
Texas.....	14628-17832	Alabama.....	11492-14534
Illinois.....	14520-20040	*Virginia.....	11472-15000
*Wisconsin.....	14520-18900	*South Dakota.....	11436-14592
*Arizona.....	14300-17516	*Kentucky.....	11412-14556 (a)
*Utah.....	14112-18984 (a)	*Minnesota.....	11400-15000
Connecticut.....	13701-16917 (a)	*North Carolina.....	11304-14388 (a)
*Mississippi.....	13596-17484	*Georgia.....	11298-15006
*Oregon.....	13452-17172	Wyoming.....	11220-13428 (a)
*Iowa.....	13152-18504	*Florida.....	11128-15470
*Washington.....	13116-16752	West Virginia.....	10980-14100
Ohio.....	13104-17576	Delaware.....	10920-14640
*Colorado.....	12900-16464 (a)	*New Mexico.....	10800-14460 (a)
*Nevada.....	12776-15405	Missouri.....	10620-14220
Massachusetts.....	12706-16154	*Montana.....	10140-12660 (a)
Oklahoma.....	12660-16560 (a)	Tennessee.....	9900-11760
Nebraska.....	12600-16140	*New Hampshire.....	9755-12282 (a)
*Hawaii.....	12552-16032 (a)	Kansas.....	8892-11244 (a)
*Louisiana.....	12480-17280 (a)	Maine.....	8840-10660 (a)
*Maryland.....	12357-16235	*Puerto Rico.....	7380- 8880 (a, w)
Indiana.....	12300-15120		

Mean Minimum Salary - 12513

Mean Maximum Salary - 16092

(a) Longevity payments are added to the range.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: California, Virgin Islands,

# HEARINGS REFEREE

This is responsible work preparing, conducting, and deciding quasi-judicial hearings, involving questions of statutory compliance, claims, assessments, and regulation violations, in issues between State departments and outside parties. Decisions are subject to review of an administrative appellate body or of courts. This class usually requires knowledge of rules of quasi-judicial procedures and evidence, of the jurisdictional rules of procedure of administrative hearing agencies, and of Federal and State employment security statutes. This class usually requires college graduation and responsible experience in labor or industrial relations, public welfare administration, law, or enforcement of Federal or State labor laws, or any equivalent combination of experience and training. Some States require graduation from law school or admission to the bar.

*California.....	18576-22584 (c)	Massachusetts.....	10202-12870
*Michigan.....	15284-19711 (a)	*Wisconsin.....	10080-18780 (b)
*New York.....	14821-17761 (a)	*Alabama.....	10036-12246
*Alaska.....	14496-17424	Delaware.....	9924-13320
*District of Columbia.....	14192-18449	*Rhode Island.....	9854-11752 (a)
Nebraska.....	12600-16140	*Arkansas.....	9852-13200 (a)
*Hawaii.....	12552-16032	*Iowa.....	9816-13152
*New Jersey.....	12003-15603	*Idaho.....	9804-11904
*Mississippi.....	11508-14892	*North Dakota.....	9576-12096 (a)
Pennsylvania.....	11501-14657	Tennessee.....	9480-11280
Wyoming.....	11220-13428 (a)	South Carolina.....	9470-12790
Ohio.....	11190-14768	Kentucky.....	9384-11976 (a)
*Nevada.....	11112-13383	*North Carolina.....	9384-11880 (a)
*Arizona.....	11076-13788	*Montana.....	9300-11580 (a)
*Oregon.....	11064-14124	Maryland.....	9284-12198 (c)
Illinois.....	11040-15180	Florida.....	9204-12662
*Utah.....	11016-14832 (a)	*Louisiana.....	9000-12600 (a, d)
*New Hampshire.....	10998-13832 (a, c)	West Virginia.....	8940-11580
Minnesota.....	10956-13872	Texas.....	8916-10872
*South Dakota.....	10812-13812	Oklahoma.....	8700-11400 (a)
*Washington.....	10800-13776	New Mexico.....	8640-11760 (a)
Indiana.....	10800-13380	Maine.....	8060- 9698 (a)
*Vermont.....	10790-14898	Missouri.....	7560-10116
*Colorado.....	10608-13536 (a)	*Kansas.....	7008- 8892 (a)
*Virginia.....	10512-13728	*Puerto Rico.....	6480- 7680 (a, w)
*Georgia.....	10290-13650		

Mean Minimum Salary - 10583

Mean Maximum Salary - 13637

- (a) Longevity payments are added to the range.
- (b) Appointments frequently made above minimum of the salary range.
- (c) Minimum qualifications significantly higher than those defined.
- (d) Minimum qualifications significantly lower than those defined.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Connecticut, Virgin Islands.

# LOCAL OFFICE MANAGER

This is administrative and supervisory work involving the management of one of the smallest local employment security offices excluding sub-offices and itinerant stations. In addition, an employee in this class usually spends considerable time performing the duties of the regular Employment Security Interviewer or Deputy. This class usually requires graduation from high school and considerable experience in employment service or closely related work. College education may be substituted for some experience.

*Alaska .....	13464-16288	Nebraska.....	8400-10860
*Hawaii .....	11388-14532 (a)	*Michigan.....	8352-10565 (
*Utah .....	11016-14832 (a)	Texas .....	8352-10176
*New York .....	10709-12999 (a)	*Oregon.....	8256-10536
*New Jersey.....	10369-13477 (c)	Florida .....	8242-11362
*California.....	10356-12576	South Carolina.....	8185-10985
*Wisconsin.....	10308-13404	*New Hampshire .....	8078-10163 (
Connecticut.....	10138-12424 (a)	Iowa .....	8076-10824
*Nevada.....	10133-12195	Virgin Islands .....	7966-10166
*Washington.....	9792-12492	*Louisiana .....	7920-11520 (
Massachusetts.....	9539-12082	Alabama.....	7878-10036 (
Minnesota.....	9372-12336	*Montana .....	7800- 9720 (
*Mississippi.....	9216-11856	*Georgia.....	7782-10290
*Colorado .....	9168-11700 (a)	*Arkansas.....	7716-10332 (
Illinois.....	9060-12420	Ohio .....	7696-10130
Delaware.....	8988-12120 (c)	Maine .....	7696- 9256 (
*North Carolina .....	8976-11304 (a)	North Dakota.....	7572- 9576 (
*Vermont.....	8944-12168	New Mexico .....	7560-10320 (
Wyoming.....	8916-11496 (a)	Indiana.....	7560- 9420
*Arizona.....	8748-10884 (g)	Oklahoma .....	7380- 9720 (
*South Dakota .....	8652-11064	West Virginia.....	7200- 9420
Pennsylvania.....	8580-11501	*Rhode Island .....	7150- 8502 (
Kentucky .....	8520-10872 (a)	Tennessee .....	7080- 8640
*Idaho .....	8472-10296	*Kansas.....	7008- 8892 (
Maryland.....	8440-11090	Missouri.....	6840- 8748
*Virginia .....	8400-10992	*Puerto Rico .....	6480- 7680 (

Mean Minimum Salary - 8651

Mean Maximum Salary - 11100

(a) Longevity payments are added to the range.

(c) Minimum qualifications significantly higher than those defined.

(g) Two positions, one in employment service and one in unemployment insurance.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: District of Columbia

# UNEMPLOYMENT CLAIMS DEPUTY

This is technical work involving the non-monetary determinations on unemployment insurance claims including the adjudication of questionable or contested claims. An employee in this class may supervise claims clerks in the processing of the more routine claims. A working knowledge of unemployment compensation laws and related labor laws and regulations as well as of labor relations and employment problems is required. This class usually requires graduation from high school and considerable training and experience. College education may be substituted for some experience.

*Alaska .....	10788-12972	*Georgia.....	7098- 9378
*Mississippi.....	9216-11856	Wyoming.....	7092- 9144 (a)
*District of Columbia.....	8956-11647	*Montana .....	7080- 8880 (a)
*Hawaii .....	8508-10848 (a, c)	Tennessee .....	7080- 8640
*New Jersey.....	8473- 9577 (s)	South Carolina.....	7065- 9485
*New York.....	8398- 9854 (a, j)	*Virginia .....	7032- 9168
*Colorado .....	8316-10608 (a)	*Iowa .....	6972- 9904
Alabama.....	8229-10387	*New Mexico .....	6900- 9420 (a)
*California.....	8112- 9852	Nebraska.....	6840- 8820 (b)
*Wisconsin.....	8100-10608	*South Dakota .....	6804- 8676
Minnesota.....	8004- 9744	*Utah.....	6720- 9036 (a)
Illinois.....	7980-10920	Pennsylvania.....	6716- 8580
*Vermont.....	7878-10634	Texas .....	6624- 8076
Connecticut.....	7756- 9736 (a)	Florida .....	6552- 8944
*Nevada.....	7725- 9252	West Virginia.....	6480- 8460
*Washington.....	7680- 9336	Maine .....	6422- 7696 (a)
Maryland.....	7672-10080	Indiana.....	6300- 7920
Massachusetts.....	7389- 9074	Oklahoma .....	6240- 8220 (a)
*New Hampshire .....	7371- 9235 (a)	Delaware.....	6192- 7908
*Idaho .....	7320- 8904	*Arkansas.....	6096- 8160 (a)
*Michigan .....	7266- 9083 (a)	Ohio .....	6011- 7904
North Dakota.....	7224- 9132 (a)	*Kentucky .....	5760- 7344 (a)
*Louisiana .....	7200-10800 (a)	Kansas.....	5556- 7008 (a)
*Rhode Island.....	7150- 8502 (a)	Missouri .....	5376- 7200
*Oregon.....	7128- 9108	*Puerto Rico .....	5253- 6480 (a, w)
*Arizona.....	7116- 8664		

Mean Minimum Salary - 7239

Mean Maximum Salary - 9232

- (a) Longevity payments are added to the range.
- (b) Appointments frequently made above minimum of the salary range.
- (c) Minimum qualifications significantly higher than those defined.
- (j) Requires one year experience as trainee.
- (s) Requires 6 months experience as trainee.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: North Carolina, Virgin Islands.

# EMPLOYMENT INTERVIEWER

This is the professional entry position in the Interviewer series and involves interviewing applicants for employment or interviewing employers seeking workers through the State employment service offices. The duties may include taking unemployment insurance claims. The work primarily involves determining the work qualifications of applicants and in most instances placing them in suitable employment. A working knowledge of employment service practices, State and Federal employment laws, the Unemployment Compensation Act, Dictionary of Occupational Titles, and occupations in industry and business is needed for satisfactory performance, but may be obtained after appointment. This class usually requires graduation from high school and considerable experience, some of which shall have been in related fields, or graduation from a college.

*Alaska .....	10008-12048	Texas .....	6624- 8076
*New Jersey.....	8473- 9577	Wyoming .....	6576- 8472 (a)
*New York.....	8398- 9854 (a, j)	North Dakota.....	6576- 8316 (a)
*California.....	8112- 9852 (f)	*North Carolina.....	7528- 8172 (a)
Minnesota.....	8004- 9744	*Rhode Island.....	6526- 7748 (a)
*Colorado .....	7536- 9624 (a)	Ohio.....	6510- 8632
*Wisconsin.....	7524- 9780	*Montana .....	6480- 8160 (a)
Illinois.....	7500-10260	*Georgia.....	6474- 8538
*South Dakota .....	7416- 9480	*Virginia .....	6432- 8400
*Washington .....	7308- 8880	*Kentucky .....	6360- 8112 (a)
*Michigan.....	7266- 9083 (a)	*Hawaii .....	6348- 8100 (a)
*Louisiana .....	7200-10800 (a)	Alabama.....	6305- 8229
*Mississippi.....	7128- 9168	Oklahoma .....	6240- 8220 (a)
*Nevada.....	7066- 8450	Virgin Islands .....	6200- 7910
Maryland .....	6975-10080	Delaware.....	6192- 7908
*Idaho .....	6972- 8472	*Arkansas.....	6096- 8160 (a)
Florida .....	6968- 9516	Tennessee .....	6000- 7440
*Vermont.....	6916- 9282	*New Hampshire .....	5944- 7368 (a, f)
Connecticut.....	6912- 8460 (a)	Maine.....	5876- 7020 (a)
Nebraska.....	6840- 8820 (b)	South Carolina.....	5700- 7612
*Oregon.....	6792- 8644	Kansas.....	5556- 7008 (a)
*Utah .....	6720- 9036 (a)	New Mexico .....	5520- 7560 (a)
Pennsylvania.....	6716- 8580	Indiana.....	5520- 6900
*Arizona .....	6648- 8088	Missouri .....	5376- 7560 (b, e)
Iowa .....	6636- 8484	*Puerto Rico .....	4820- 5747 (a, w)
Massachusetts.....	6630- 8112	West Virginia.....	4680- 6120 (d)

Mean Minimum Salary - 6694

Mean Maximum Salary - 8531

- (a) Longevity payments are added to the reange.
- (b) Appointments frequently made above minimum of the salary range.
- (d) Minimum qualifications significantly lower than those defined.
- (e) Includes lowest minimum and highest maximum of several jurisdictions.
- (f) After 6 months to 1 year satisfactory service, employee is promoted.
- (j) Requires one year experience as trainee.
- ... Includes annual Christmas bonus.

range revised since last semi-annual survey.

parable class within scope of definition reported for the following: District of Columbia,

# DIRECTOR OF EMPLOYMENT SECURITY RESEARCH AND STATISTICS

This is specialized technical and supervisory work which involves the direction of statistical reporting and analysis and research activities in a state-wide employment security program. An employee in this class usually receives general administrative direction from the agency head. Responsibilities include supervising a staff of professional, technical and clerical personnel engaged in the collection, analysis, interpretation and presentation of program data. This work also involves participation in agency program planning and policy development, functional supervision of local office reports, including development of reporting procedures and validation of local office reports, the preparation of administrative analyses of agency activities and the carrying out of basic research studies in the fields of labor market analysis and employment security operations. This class usually requires college graduation, including courses in statistics and economics, considerable professional experience in progressive responsible research and statistical work, usually in the employment security field, including some responsible supervisory duties.

*New York .....	21555-25325 (a)	Nebraska.....	12600-16140
*Michigan .....	19356-23908 (a)	*Kentucky .....	12576-16056 (a, h)
*California.....	18576-22584	*Georgia.....	12414-16506
*Alaska .....	18072-21720	Indiana.....	12300-15120
*Connecticut.....	16862-20570 (a, k)	Iowa .....	11928-16788
*District of Columbia.....	16760-21791	Florida .....	11908-16562
Ohio .....	15600-21112 (m)	*Idaho .....	11904-14472
*Utah .....	14832-19932 (a)	*Rhode Island .....	11804-14040 (a, r)
Pennsylvania.....	14657-19664 (c)	*Arkansas.....	11652-16680 (a)
*Wisconsin.....	14520-18900	North Dakota.....	11544-14592 (a)
*Hawaii .....	13836-17676 (a)	*Vermont.....	11518-15912
*Washington .....	13776-17580	Alabama.....	11492-14534
*South Carolina.....	13680-18980	*Virginia .....	11472-15000
*Mississippi.....	13596-17484	Wyoming.....	11220-13428 (a)
Illinois.....	13560-18720	*Louisiana .....	11040-15840 (a, d)
*Oregon.....	13452-17172	West Virginia.....	10980-14100
Minnesota.....	13344-17544	Delaware.....	10920-14640
Maryland.....	13339-17524	*Virgin Islands .....	10837-13831
*Arizona.....	13248-16932 (g)	*South Dakota .....	10812-13812
*New Jersey.....	13233-17205	*New Mexico .....	10800-14460 (a)
*North Carolina .....	13080-16632 (a)	*Puerto Rico .....	10380-12780 (a, w)
*Colorado .....	12900-16464 (a)	*New Hampshire .....	10226-12847 (a)
Texas .....	12816-15624 (d)	*Montana .....	10140-12660 (a)
*Nevada.....	12776-15405	Missouri .....	10116-13548
Tennessee .....	12720-15900	Maine.....	9932-12012 (a)
Massachusetts.....	12706-16154	Kansas.....	8892-11244 (a)
Oklahoma .....	12660-16560 (a)		

Mean Minimum Salary - 12960

Mean Maximum Salary - 16654

- (a) Longevity payments are added to the range.
- (c) Minimum qualifications significantly higher than those defined.
- (d) Minimum qualifications significantly lower than those defined.
- (g) Two positions, one in employment service and one in unemployment insurance.
- (h) Serves employment security and public assistance programs.
- (k) Also performs public information duties.
- (m) Serves also as Secretary of the State Advisory Council.
- (r) Includes development and adaptation of operating methods and procedures.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.



# LABOR FORCE ANALYST

This is technical work at the professional entry level in labor force analysis. An employee in this class usually receives supervision and assignments from the chief of reports and analysis, a higher level labor force analyst, local office manager, or area supervisor. Responsibilities include the collection, interpretation and presentation of economic and statistical data concerning labor force conditions in an assigned labor force area, and the preparation of reports on local office activities. The duties may entail supervision and training of local office personnel engaged in the collection, compilation and preparation of statistical data. This class usually requires college graduation including courses in statistics, economics, or business administration and some experience in the compilation and interpretation of statistical information, or equivalent combination of education and experience.

*California.....	10356-12576	Maryland.....	7672-10080
*New York.....	10133-12323 (a)	Wyoming.....	7656- 9864 (a)
*Alaska.....	10008-12048	Missouri.....	7560-10116
*Montana.....	9300-11580 (a)	Texas.....	7560- 9216
*South Dakota.....	9276-10832	Alabama.....	7527- 9672
*Mississippi.....	9216-11856	Ohio.....	7384- 9755
*New Jersey.....	8957-11092	Oklahoma.....	7380- 9720 (a)
*Wisconsin.....	8796-11448	Delaware.....	7356- 9924
Tennessee.....	8640-10320	*Hawaii.....	7344- 9372 (a)
*Connecticut.....	8623-10723 (a)	Iowa.....	7320- 9816
Illinois.....	8520-11700	West Virginia.....	7200- 9420
*Washington.....	8460-10800	Indiana.....	7200- 9000
*Michigan.....	8352-10565 (a)	*Rhode Island.....	7150- 8502 (a)
*Colorado.....	8316-10608 (a)	*Arkansas.....	7116- 9540 (a, d)
*Utah.....	8184-11016 (a)	*Arizona.....	7116- 8664
Pennsylvania.....	8163-10432	*Georgia.....	7098- 9378
*Idaho.....	8076- 9804	South Carolina.....	7065- 9485
Minnesota.....	8004-10536	Kansas.....	7008- 8892 (a)
Nebraska.....	7980-10320	*Vermont.....	6916- 9282
Massachusetts.....	7935- 9714	*New Hampshire.....	6890- 8619 (a)
North Dakota.....	7932-10032 (a)	*Oregon.....	6792- 8644
*Louisiana.....	7920-11520 (a, d)	*New Mexico.....	6600- 9000 (a, d)
*North Carolina.....	7824- 9840 (a)	Kentucky.....	6360- 8112 (a)
Florida.....	7800-10712	Maine.....	6136- 7358 (a)
*Nevada.....	7725- 9252	*Puerto Rico.....	5253- 6480 (a, w)
*Virginia.....	7680-10032		

Mean Minimum Salary - 7820  
Mean Maximum Salary - 9992

- (a) Longevity payments are added to the range.
- (d) Minimum qualifications significantly lower than those defined.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: District of Columbia, Virgin Islands.

# EMPLOYMENT COUNSELOR

This is specialized employment service work at the professional entry level of counseling. An employee in this class spends a major portion of his time in assisting applicants in making a suitable occupational choice or in adjusting to employment they have already chosen. The incumbent maintains cooperative relationship with schools and with health rehabilitation and other agencies providing services that may be required to better fit job seekers for employment. In addition, the incumbent follows up on the adjustment of counseled applicants. This class usually requires college graduation, plus graduate courses in counseling or counseling related fields and some experience in counseling.

*Alaska .....	11616-13968	*Louisiana .....	7560-11160 (a)
*California.....	9492-11608	Indiana.....	7560- 9420
*Nevada.....	9252-11112	Texas .....	7560- 9216 (d)
*New York.....	9027-11012 (a)	*Mississippi.....	7548- 9660
*New Jersey .....	8957-11092	*North Carolina .....	7476- 9384 (a)
Wyoming.....	8916-11496 (a)	Tennessee.....	7440- 9480
*Michigan.....	8728- 9062 (f)	*Montana.....	7440- 9300 (a)
*Colorado .....	8724-11136 (a)	*Utah.....	7416- 9972 (a)
*South Dakota .....	8652-11064	*Idaho.....	7320- 8904
*Hawaii.....	8508-10848 (a)	West Virginia.....	7200- 9420
*Washington.....	8460-10800	*Arizona.....	7116- 8664
Nebraska.....	8400-10860	*Georgia.....	7098- 9378
*Vermont.....	8398-11414	Ohio.....	7072- 9277
Pennsylvania.....	8163-10432	Maine.....	7020- 8450 (a)
*Wisconsin .....	8100-10608	*Kentucky.....	6996- 8940 (a)
*Iowa.....	8076-10824	Florida.....	6968- 9516
Minnesota.....	8004-10536	Oklahoma.....	6960- 9180 (a)
Illinois.....	7980-10920	*New Hampshire.....	6890- 8619 (a)
Massachusetts.....	7935- 9714	Missouri.....	6864- 9180 (b)
Alabama.....	7878-10036	Virgin Islands.....	6830- 8730
*Oregon.....	7872-10032	*Rhode Island.....	6812- 8112 (a)
Connecticut.....	7756- 9736 (a)	South Carolina.....	6575- 8805
*Arkansas.....	7716-10332 (a)	Delaware.....	6504- 8316
*Virginia.....	7680-10032	New Mexico.....	6300- 8640 (a, d)
Maryland.....	7672-10080	Kansas.....	6096- 7716 (a)
North Dakota.....	7572- 9576 (a)	*Puerto Rico.....	5253- 6480 (a, w)

Mean Minimum Salary - 7719

Mean Maximum Salary - 9850

- (a) Longevity payments are added to the range.
- (b) Appointments frequently made above minimum of the salary range.
- (d) Minimum qualifications significantly lower than those defined.
- (f) After 6 months to 1 year satisfactory service, employee is promoted.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: District of Columbia.

# UNEMPLOYMENT INSURANCE FIELD AUDITOR

This is responsible field work in the determination of employer liability by means of investigating and auditing payrolls and other records of private employers who may be subject to the State unemployment insurance law. Work includes the interpretation of laws and regulations, advising employers regarding procedures to be followed in complying with the law, and the collecting of delinquent contributions from employers. This class usually requires college graduation including courses in accounting, or an equivalent combination of education and experience.

*Alaska.....	12504-15036	Indiana .....	7920- 9840
*District of Columbia .....	9881-12842	Connecticut.....	7756- 9736 (a)
*Mississippi .....	9216-11856	*New Hampshire .....	7725- 9700 (a, c)
*Louisiana .....	9000-12600 (a)	*Nevada .....	7725- 9252 (f)
*New Jersey .....	8957-11092	*Arkansas .....	7716-10332 (a)
Wyoming.....	8916-11496 (a)	*Arizona .....	7596- 9252
*Idaho.....	8904-10812	Texas.....	7560- 9216
Ohio.....	8840-11398	*Utah.....	7416- 9972 (a)
*Wisconsin .....	8796-11448	Florida.....	7384-10114
*South Dakota.....	8652-11064	*Virginia.....	7344-10992
*North Carolina.....	8568-10800 (a)	West Virginia .....	7200- 9420
*Georgia .....	8538-11298	*Oregon .....	7128- 9108
*California .....	8520-10356	*Montana.....	7080- 8880 (a)
*Hawaii.....	8508-10848 (a, c)	Tennessee.....	7080- 8640
*Vermont .....	8398-11414	South Carolina .....	7065- 9485
*New York.....	8398- 9854 (a, j)	Kentucky.....	6996- 8940 (a)
*Michigan.....	8352-10565 (a)	Oklahoma.....	6960- 9180 (a)
*Colorado.....	8316-10608 (a)	New Mexico.....	6900- 9420 (a)
Alabama .....	8229-10387 (d)	Pennsylvania .....	6716- 9011
*Iowa.....	8076-10824	Kansas .....	6684- 8484 (a)
*Washington.....	8064- 9792	Missouri.....	6540- 8748
North Dakota .....	8040-10272 (a)	Delaware .....	6504- 8316
Minnesota .....	8004-10956	Maryland .....	6500-10080
Illinois .....	7980-10920 (c)	Maine.....	6136- 7358 (a)
Nebraska .....	7980-10320	*Rhode Island.....	5954- 7072 (a, d)
Massachusetts .....	7935- 9714	*Puerto Rico.....	5253- 6480 (a, w)

Mean Minimum Salary - 7854

Mean Maximum Salary - 10107

- (a) Longevity payments are added to the range.
- (c) Minimum qualifications significantly higher than those defined.
- (d) Minimum qualifications significantly lower than those defined.
- (f) After 6 months to 1 year satisfactory service, employee is promoted.
- (j) Requires one year experience as trainee.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Virgin Islands.

# DIRECTOR OF WELFARE RESEARCH AND STATISTICS

This is specialized technical and supervisory work which involves the direction of statistical reporting and analysis and research activities in a State Welfare Department. The incumbent usually receives general administrative direction from the Commissioner and consults with program directors. This class usually requires a Master's degree, preferably in the social sciences or social work, including or supplemented by twelve semester hours of statistics and social research methods, and considerable professional experience including the planning and conduct of social research activities in an organized unit, preferably in a social welfare agency.

*New York.....	24023-28023 (a)	*Virginia .....	12000-15675
*District of Columbia .....	19643-25538	Iowa .....	11928-16788
Pennsylvania .....	17839-23915 (p)	Florida .....	11908-16562 (d)
*New Jersey .....	16890-21960	*Idaho .....	11904-14472 (a)
*California .....	16860-20496	*North Carolina .....	11880-15120 (a)
*Illinois .....	16800-23280	South Carolina .....	11825-16175
*Michigan.....	15284-19711 (a)	*Nevada.....	11595-14694
*Georgia .....	15006-19974 (c)	North Dakota.....	11544-14592 (a)
Maryland .....	14672-19275	*Montana .....	11280-14100 (a)
*Wisconsin .....	14520-18900	Wyoming .....	11220-14472 (a)
Ohio.....	14352-19240	*Louisiana .....	11040-15840 (a)
*Hawaii.....	13836-17676 (a)	*West Virginia.....	10980-14100
*Washington.....	13776-17580	Delaware.....	10920-14640
Minnesota .....	13344-17544	South Dakota .....	10812-13812
Connecticut .....	13020-16110 (a)	Tennessee .....	10800-12720
*Colorado .....	12900-16464 (a)	*Rhode Island .....	10790-12870 (a)
*Oregon .....	12816-16356	*Arkansas.....	10692-14340
Texas .....	12816-15624	Indiana.....	10320-12840
*Massachusetts .....	12706-16154 (d)	*Arizona.....	10224-12708
*Nebraska .....	12600-16140	*Vermont.....	10140-13884
*Kentucky.....	12576-16056 (a, h)	Maine .....	9932-12012 (a, i)
*Mississippi .....	12360-13800	Virgin Islands .....	9291-11859
Alabama .....	12246-15834	*New Hampshire .....	9285-11718 (a)
*Utah.....	12156-16358 (a)	*Puerto Rico .....	9180-10980 (a, w)
Missouri.....	12088-16452	Kansas.....	8892-11244 (a)
*Oklahoma.....	12000-15720		

Mean Minimum Salary - 12696

Mean Maximum Salary - 16321

- (a) Longevity payments are added to the range.
- (c) Minimum qualifications significantly higher than those defined.
- (d) Minimum qualifications significantly lower than those defined.
- (h) Serves employment security and public assistance programs.
- (i) Includes direction of research and statistics for Health and Welfare.
- (p) Includes program planning, evaluation and coordination.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Alaska, New Mexico.

# PUBLIC WELFARE FIELD REPRESENTATIVE

This is responsible supervisory work at the State level involving the interpretation of State requirements, standards, and criteria and giving general supervision to the administration of public welfare programs in local units or a designated area of the State. This class usually requires training in a graduate school of social work and considerable professional social work experience in a welfare agency including some supervisory, consultative or administrative work. The incumbent may be responsible for Public Assistance or Child Welfare Services program or both.

*Alaska .....	18072-21720	*Iowa .....	10308-13812
*New York .....	17412-20702 (a)	*Georgia.....	10290-13650
*California.....	16044-19512	*New Hampshire .....	10226-12847 (a)
*Washington .....	14460-18456	Texas .....	10176-12408
Connecticut.....	13701-16917 (a)	*Michigan.....	9939-12841 (a)
*Wisconsin.....	13344-17400	Maine .....	9932-12012 (a)
*Nevada.....	12776-15405	*North Carolina .....	9840-12468 (a)
*Colorado.....	12276-15672 (a)	Nebraska.....	9780-12600
*Vermont.....	12194-16978	Wyoming.....	9624-12408 (a)
*Arizona.....	12084-15420	Ohio .....	9589-12272
Illinois.....	11820-16320	South Carolina.....	9470-12790
*Oregon.....	11604-14832	Florida .....	9204-12662
*New Jersey.....	11431-14863	Missouri .....	9180-13548 (e)
Minnesota.....	11400-15000	*Virginia .....	9168-12000
Maryland.....	11233-14757	*Arkansas.....	9084-12180
Pennsylvania.....	10954-14657	Tennessee .....	9060-10800
*Idaho.....	10812-13128 (a)	North Dakota.....	8712-11016 (a)
Alabama.....	10751-13312	*Mississippi.....	8460- 9840
*Louisiana .....	10560-15360 (a)	*Massachusetts.....	8432-10507
Kentucky .....	10344-13200 (a)	South Dakota .....	8340-10644
*Rhode Island .....	10322-12324 (a)	Oklahoma .....	8220-10800
*Montana .....	10320-12900 (a)	Kansas.....	8088-10248 (a)
Indiana.....	10320-12840	*Puerto Rico .....	7380- 8880 (a, w)

Mean Minimum Salary - 10798

Mean Maximum Salary - 13802

(a) Longevity payments are added to the range.

(e) Includes lowest minimum and highest maximum of several jurisdictions.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Delaware, District of Columbia, Hawaii, New Mexico, Utah, West Virginia, Virgin Islands.

### MEDICAL SOCIAL WORK CONSULTANT

This is responsible professional social work in a State Welfare Department involving participation in the medical care aspects of public assistance programs and/or in the administration of APTD. An employee in this class usually works under general administrative direction. The incumbent assists in the development of policies, procedures, and methods for medical-social aspects of the public assistance programs, and carries responsibility for assuring that these established standards are maintained. The work includes responsibility, as a member of the medical team, for the social work role in reaching decisions with respect to eligibility. The incumbent participates in planned training of social work staff through interpretation of their responsibilities in the medical-social aspects of the public assistance programs. This class nearly always requires training in a graduate school of social work and some supervisory experience in social work with either training or experience in a medical setting.

*Alaska .....	14496-17424	*Minnesota.....	10020-14340 (e)
New Jersey.....	13895-18065	*Utah.....	9972-13428 (a)
Pennsylvania.....	13301-17839 (c)	*Montana .....	9840-12300 (a)
*California.....	12888-15666	*Nebraska.....	9780-12600
*New York .....	12581-15186 (a)	Wyoming .....	9624-12408 (a)
*Georgia.....	12414-16506	*Virginia .....	9600-12000
*Wisconsin.....	12240-15948	Ohio .....	9589-12272
Delaware.....	12120-16080	*Oregon.....	9552-12192
Florida .....	11908-16562	North Dakota.....	9132-11544 (a)
Illinois.....	11820-16320	*Mississippi.....	9120-10560
*Michigan .....	11755-14971 (a)	Tennessee .....	9060-10800
*Colorado .....	11136-14220 (a)	*Rhode Island.....	8996-10712 (a)
*Vermont.....	10790-14898	South Carolina.....	8800-11850
Massachusetts.....	10759-13645	Missouri.....	8748-11700
Alabama.....	10751-13312	*Arizona.....	8748-10884
Connecticut.....	10694-13040 (a)	Kansas.....	8088-10248 (a)
Indiana.....	10320-12840	New Mexico .....	7560-10320 (a)
*Washington.....	10284-13116	Oklahoma .....	6960- 9180 (d)

Mean Minimum Salary - 10481

Mean Maximum Salary - 13471

- (a) Longevity payments are added to the range.
- (c) Minimum qualifications significantly higher than those defined.
- (d) Minimum qualifications significantly lower than those defined.
- (e) Includes lowest minimum and highest maximum of several jurisdictions.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Arkansas, District of Columbia, Hawaii, Idaho, Iowa, Kentucky, Louisiana, Maine, Maryland, Nevada, New Hampshire, North Carolina, South Dakota, Texas, West Virginia, Puerto Rico, Virgin Islands.

### STATE DIRECTOR OF SOCIAL SERVICES

This is highly responsible administrative work involving direction of a State-wide family and children's social services program. This class usually requires a master's degree in social work and extensive experience in social work, including considerable experience in a supervisory, consultant, or an administrative capacity in a social service agency.

Wisconsin.....	27306	Virginia.....	12528-16400
District of Columbia....	26547-33627	South Dakota.....	12360-15780
*Michigan.....	22780-28042 (a)	*Mississippi.....	12360-13800
Massachusetts.....	20000	Maine.....	12298-16328 (a)
Texas.....	20000	Alabama.....	12246-15834
*Alaska.....	19452-23376	*Oregon.....	12192-15576
*California.....	17700-21516	*Puerto Rico.....	12180-14580 (a, w)
*Georgia.....	16506-21990	Utah.....	12156-16368 (a)
Maryland.....	16139-21202	Delaware.....	12120-16080
Connecticut.....	15999-19581 (a)	Florida.....	11908-16562
Minnesota.....	15600-18972	Idaho.....	11904-14472 (a)
Iowa.....	15228-21420	South Carolina.....	11825-16175
*Arizona.....	14508-18516	Montana.....	11760-14700 (a)
Nebraska.....	13920-17820	New Hampshire.....	11752-14708 (a)
Arkansas.....	13836-19620 (d)	Virgin Islands.....	11704-14937
*Washington.....	13776-17580	North Dakota.....	11544-14592 (a)
Colorado.....	13536-17280 (a)	Wyoming.....	11220-14472 (a)
Louisiana.....	13440-18240 (a, d)	West Virginia.....	10980-14100
*Nevada.....	13383-16149	New Mexico.....	10320-13920
*North Carolina.....	13080-16632 (a)	Missouri.....	10116-13548
Tennessee.....	12720-15900	Kansas.....	9780-12324 (a)
Kentucky.....	12576-16056 (a)		

Mean Minimum Salary - 14262

Mean Maximum Salary - 17469

(a) Longevity payments are added to the range.

(d) Minimum qualifications significantly lower than those defined.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Hawali, Illinois, Indiana, New Jersey, New York, Ohio, Oklahoma, Pennsylvania, Rhode Island, Vermont.

# SOCIAL SERVICE SUPERVISOR

This is social service work involving the immediate supervision and development of a small group of social service workers. An employee in this class is a supervisor in a local agency or in a district office of a State agency, but does not perform duties that are primarily of an administrative nature. This class usually requires training in a graduate school of social work and some experience in providing social services.

*Alaska .....	14496-17424	Massachusetts.....	8432-10507
District of Columbia.....	14192-18449	*Florida.....	8242-11362
Vermont.....	10140-13884	Utah.....	8184-11016 (a)
Connecticut.....	10138-12424 (a)	Delaware.....	8136-10920
*Hawaii.....	9840-12552 (a)	Kansas.....	8088-10248 (a)
*Nevada.....	9683-11640	Iowa.....	8076-10824
*Michigan.....	9459-11672 (a)	Louisiana.....	7920-11520 (a)
Pennsylvania.....	9454-12675	Montana.....	7920- 9840 (a)
Alabama.....	9321-11492	Tennessee.....	7800- 9480
North Dakota.....	9132-11544 (a)	South Carolina.....	7600-10200
*Minnesota.....	9072-14340 (e)	Ohio.....	7426-11315 (e)
Wisconsin.....	9060-12420 (e)	West Virginia.....	7200- 9420
Rhode Island.....	8996-10712 (a)	*California.....	7176-14208 (e)
South Dakota.....	8964-11436	*Georgia.....	7098- 9378 (b)
Wyoming.....	8916-11496 (a)	Kentucky.....	6996- 8940 (a)
Texas.....	8916-10872 (d)	Maryland.....	6975- 9165
*Nebraska.....	8820-11400	*Mississippi.....	6960- 8040
*North Carolina.....	8808-11100	Virginia.....	6600-15246 (a, b, e)
*Arizona.....	8748-10884 (d)	Arkansas.....	6588- 8820 (d)
Colorado.....	8724-12900 (a, e)	Missouri.....	6540- 9636 (e)
*Oregon.....	8664-11064	New Mexico.....	6300- 8640 (d)
Virgin Islands.....	8603-10979	Oklahoma.....	6240- 8220
Idaho.....	8472-10296 (a)	New York.....	5825-15121 (b, e)
*Washington.....	8460-12492	*Puerto Rico.....	5562- 6780 (a, w)
Maine.....	8450-10166 (a)	Indiana.....	3600- 9300 (b, e)
New Hampshire.....	8445-10543 (a)		

Mean Minimum Salary - 8303

Mean Maximum Salary - 11274

- (a) Longevity payments are added to the range.
- (b) Appointments frequently made above minimum of the salary range.
- (d) Minimum qualifications significantly lower than those defined.
- (e) Includes lowest minimum and highest maximum of several jurisdictions.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Illinois, New Jersey.



# SOCIAL SERVICE WORKER

This is social service work at the entry level. An employee in this class, after a brief orientation, is expected to carry under close supervision a full case load providing family and children's social services, which may include determination of eligibility for assistance. This class usually requires graduation from college.

*Alaska .....	10788-12972	*Georgia.....	6474- 8538
Maryland.....	10213-13417	*North Carolina .....	6408- 8808
*Michigan .....	8728- 9062 (f)	Texas .....	6408- 8076
*Nevada.....	8078- 9683 (j)	Kansas.....	6384- 8088 (a)
Pennsylvania.....	7407- 9011 (f)	*Hawaii.....	6348- 8100 (a)
Massachusetts.....	7389- 9074	Montana .....	6300- 7920 (a)
*Minnesota.....	7320- 9180 (e)	Missouri.....	6228- 8328 (b)
*Washington.....	7308- 8880	Colorado.....	6204- 9168 (a, e)
Connecticut.....	7190- 8798 (a)	Virgin Islands .....	6200- 7910
Rhode Island.....	7150- 8502 (a)	South Dakota .....	6180- 7884
Wisconsin.....	7140- 9660 (e)	Maine .....	6136- 7358 (a)
*Arizona.....	7116- 8664	New Hampshire .....	6133- 7735 (a, f)
*Iowa .....	6972- 9904	South Carolina.....	6120- 8180
Idaho .....	6972- 8472 (a)	Ohio .....	5990- 9048 (e)
Florida .....	6968- 9516	*Kentucky .....	5760- 7344 (a)
Vermont.....	6916- 9282	Virginia .....	5700-10344 (a, b, e)
Louisiana .....	6900- 9900 (a)	Arkansas.....	5640- 7572
Alabama.....	6877- 8957 (b)	Tennessee .....	5640- 7440
*Oregon.....	6792- 8664	*Mississippi.....	5640- 6600
Utah .....	6720- 9492 (a)	New Mexico .....	5520- 7560 (d)
Wyoming.....	6576- 8472 (a)	Oklahoma .....	5280- 6960
North Dakota.....	6576- 8316 (a, b)	*California.....	5232-10512 (e)
District of Columbia....	6548- 8510	*New York.....	5135-12135 (b, e)
Delaware.....	6504- 8316	*Puerto Rico .....	4820- 5747 (a, w)
West Virginia.....	6480- 8460	Indiana.....	2400- 8100 (e)
*Nebraska.....	6480- 7200		

Mean Minimum Salary - 6556

Mean Maximum Salary - 8741

- (a) Longevity payments are added to the range.
- (b) Appointments frequently made above minimum of the salary range.
- (d) Minimum qualifications significantly lower than those defined.
- (e) Includes lowest minimum and highest maximum of several jurisdictions.
- (f) After 6 months to 1 year satisfactory service, employee is promoted.
- (j) Requires one year experience as trainee.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Illinois, New Jersey.



# DIRECTOR OF PUBLIC HEALTH STATISTICS

This is responsible technical and supervisory statistical and research work. An employee in this class organizes and directs the public health research and statistical program of the department. The work includes the direction of subordinates; assembling, tabulating, and analyzing statistical data; and the preparation of periodic and special reports with charts and explanatory data. The employee may supervise the vital statistics unit, but this position should not be considered the same as the vital statistics registrar or chief of vital statistics if these latter two positions do not include research. This class usually requires graduation from college with specialization in statistics and extensive experience in progressively responsible research and statistical work, usually in the field of public health.

*District of Columbia.....	22885-29752	*Connecticut.....	11907-14379 (a)
*New York.....	21555-25325 (a)	Indiana.....	11760-14520
*North Carolina.....	19224	*Vermont.....	11518-15912
Texas.....	19000-20500	*Arkansas.....	10692-14340
Illinois.....	16800-23280 (c)	*Nevada.....	10609-12776
*California.....	16044-18512	*Louisiana.....	10560-15360 (a)
*New Jersey.....	15320-19916	*Oregon.....	10536-13452
Maryland.....	14672-19275	*Puerto Rico.....	10380-12780 (a, w)
*Wisconsin.....	14520-18900	*Rhode Island.....	10322-12324 (a)
Kentucky.....	13860-17700 (a)	South Dakota.....	10200-13008
*Hawaii.....	13836-17676 (a)	Missouri.....	10116-13548
*Georgia.....	13650-18150 (c)	Virgin Islands.....	10034-12809
*Utah.....	13428-18072 (a)	Maine.....	9932-12012 (a, i)
Oklahoma.....	13380-17460 (a)	*West Virginia.....	9900-12780
Minnesota.....	13344-17544	*New Hampshire.....	9755-12282 (a)
*Virginia.....	13128-17150	Ohio.....	9589-12272
*Washington.....	13116-16752	New Mexico.....	9420-12840 (a)
*Colorado.....	12900-16464 (a)	Nebraska.....	9300-12000
Alabama.....	12766-16523	North Dakota.....	9132-11544 (a)
*Montana.....	12300-15360	*Mississippi.....	8940-11400
Tennessee.....	12240-15360	Kansas.....	8892-11244 (a)
Pennsylvania.....	12075-16170	*Arizona.....	8748-10884
*Iowa.....	11928-16788	South Carolina.....	8185-10985
Florida.....	11908-16562		

Mean Minimum Salary - 12432

Mean Maximum Salary - 15753

(a) Longevity payments are added to the range.

(c) Minimum qualifications significantly higher than those defined.

(i) Includes direction of research and statistics for Health and Welfare.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Alaska, Delaware, Idaho, Massachusetts, Michigan, Wyoming.

# DIRECTOR OF PUBLIC HEALTH ENGINEERING

This is responsible administrative and technical work in planning and directing the state-wide public health engineering program. An employee in this class has responsibility for coordinating the sanitary engineering program as a part of a general state-wide public health program, and for providing technical engineering advice toward the solution and control of environmental sanitation problems. Supervision is exercised over a staff of engineers, technicians, and related personnel. This class usually requires a BS degree in engineering including undergraduate or graduate training in sanitary engineering, plus at least one year of graduate study leading to a Master of Science degree, or a Master's degree in public health and extensive public health engineering experience.

*New York.....	28060-32415 (a)	*Colorado.....	16464-21000 (a)
*District of Columbia.....	26547-33627	*Utah.....	16368-21984 (a)
*New Jersey.....	23768-30896	*Massachusetts.....	16206-20636
Illinois.....	21120-29400	Delaware.....	16080-22800
*Michigan.....	21089-25975 (a)	*Hawaii.....	16032-20480 (a)
Texas.....	21000-22500	*Iowa.....	15984-22488
*California.....	20496-24912	South Carolina.....	15950-22350
*Nevada.....	20000	*Arizona.....	15900-29292
*Oregon.....	18924-24168	*Virginia.....	15675-18700
Florida.....	18876-26104	Ohio.....	15600-21112
*Pennsylvania.....	18725-25115	Minnesota.....	15600-20520
*Connecticut.....	18520-22846 (a)	*Montana.....	15360-19200
*Wisconsin.....	18492-24048	*Idaho.....	15204-18612
*West Virginia.....	18000-21900	Indiana.....	15120-18480
*Tennessee.....	17640-20040	Nebraska.....	14640-18720
North Dakota.....	17592-22236 (a)	New Mexico.....	14460-18660 (a)
*Washington.....	17580-22452	South Dakota.....	14220-13144
*Virgin Islands.....	17569-22422	Maine.....	14170-17134 (a, c)
Oklahoma.....	17460-22740 (a)	Wyoming.....	14124-18216 (a)
*North Carolina.....	17460-22224 (a)	*Mississippi.....	13260-16920
*Kentucky.....	16860-20484 (a)	*Arkansas.....	11652-16680
Alabama.....	16523-21502	*Puerto Rico.....	10380-12780 (a, w)
*Georgia.....	16506-21990		

Mean Minimum Salary - 17272

Mean Maximum Salary - 22043

(a) Longevity payments are added to the range.

(c) Minimum qualifications significantly higher than those defined.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Alaska, Kansas, Louisiana, Maryland, Missouri, New Hampshire, Rhode Island, Vermont.

# PUBLIC HEALTH ENGINEER

This is the professional entry position in environmental sanitation work requiring engineering training. Under supervision of an experienced engineer or a health officer, an employee in this class assists in the enforcement of public health laws, regulations, and standards by reviewing designs and installations of facilities and equipment and by means of investigational and educational activities involving the application of sanitary science and engineering skills for the control of communicable diseases and the promotion of health and safety. The incumbent supervises or trains sanitation aides and inspectors engaged in routine inspection and sampling work. This class usually requires no experience but requires a Bachelor's degree in engineering with a major in sanitary, civil, mechanical, or chemical engineering.

*Alaska .....	12504-15036	West Virginia.....	8940-11580
*California.....	10356-12576	Wyoming.....	8916-11496 (a)
*Ohio .....	10338-13416	Texas .....	8916-10872
*Michigan.....	10127-12173 (a)	*Nevada.....	8841-10609
*North Carolina .....	9840-13728 (a)	*Arizona.....	8748-10884
*Washington .....	9792-12492	North Dakota.....	8712-11016
*New Hampshire .....	9755-12282 (a, c)	South Dakota .....	8652-11064 (b)
*Virginia .....	9600-13128	Kentucky .....	8520-10872 (a)
*Wisconsin.....	9552-12420	Idaho .....	8472-10296
*Montana .....	9420-11760	Maryland.....	8440-11090
*Rhode Island .....	9412-11206 (a)	Massachusetts.....	8432-10507
Minnesota.....	9372-10956 (b)	*Arkansas.....	8376-11232 (c)
*Iowa .....	9348-12528	Missouri .....	8328-11148 (b)
*New York .....	9281-10418 (a, f)	Indiana.....	8280-10320
Florida .....	9204-12662	*Oregon.....	8256-10536
Oklahoma .....	9180-12000 (a)	South Carolina.....	8185-10985
Illinois.....	9060-12420	Delaware.....	8136-10920
Tennessee .....	9060-10800	*Mississippi.....	8100-10320
*Utah .....	9036-12156 (a)	Kansas.....	8088-10248 (a)
Pennsylvania.....	9011-10954	Maine .....	8060- 9698 (a)
New Mexico .....	9000-12300 (a)	*Hawaii .....	7716- 9840 (a)
Alabama.....	8957-11128 (b)	*Puerto Rico .....	7680- 9180 (a, w)
New Jersey.....	8957 (f)	Nebraska.....	7560- 9780 (b)
*Georgia.....	8946-11298		

Mean Minimum Salary - 8967

Mean Maximum Salary - 11398

- (a) Longevity payments are added to the range.
- (b) Appointments frequently made above minimum of the salary range.
- (c) Minimum qualifications significantly higher than those defined.
- (f) After 6 months to 1 year satisfactory service, employee is promoted.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Colorado, Connecticut, District of Columbia, Louisiana, Vermont, Virgin Islands.

# SANITARIAN

This is the professional entry position in environmental sanitation work which involves the application of sanitary science in the control of communicable diseases, the promotion of health and safety, and the solution of environmental health problems. Under the supervision of an experienced sanitarian or health officer, an employee in this class assists in the enforcement of public health laws and regulations by means of investigational and educational activities. The incumbent may supervise and train sanitation aides and inspectors engaged in routine inspection and sampling work. This class usually requires no experience but requires college graduation with undergraduate or graduate courses in physical and biological sciences.

*Alaska .....	10008-12048	Iowa .....	6972- 9904
Minnesota .....	9372-10956 (b)	Florida .....	6968- 9516
*California .....	9264-11244	Oklahoma .....	6960- 9180 (a)
Massachusetts .....	8432-10507	*Vermont .....	6916- 9282
*New York .....	8398- 9854 (a, j)	*Connecticut .....	6912- 8460 (a, b)
*Pennsylvania .....	8163-10432	*Rhode Island .....	6812- 8112 (a)
*New Jersey .....	8124 (f)	South Dakota .....	6804- 8676 (b)
*Washington .....	8064- 9792	*Utah .....	6720- 9492 (a)
Illinois .....	7980-10920	Idaho .....	6636- 8076
*Georgia .....	7782-10290	*North Dakota .....	6576- 8316 (a)
*Nevada .....	7725- 9252	*District of Columbia .....	6548- 8510
Maryland .....	7672-10080	Missouri .....	6540- 8748 (b)
Indiana .....	7560- 9420 (c)	*West Virginia .....	6480- 8460
Texas .....	7560- 9216	*Puerto Rico .....	6480- 7680 (a, w)
*Colorado .....	7536- 9624 (a)	Tennessee .....	6360-10320
Alabama .....	7527- 9672	*Hawaii .....	6348- 8100 (a)
*Wisconsin .....	7524- 9780	New Mexico .....	6300- 8640 (a)
*Montana .....	7200- 9000	Nebraska .....	6180- 7980 (b)
*Oregon .....	7188- 9168	South Carolina .....	6120- 8180
Delaware .....	7176- 9180	*Kentucky .....	5760- 8940
*New Hampshire .....	7129- 8928 (a, c)	*Mississippi .....	5760- 7380
*Virginia .....	7032- 9168	*Arkansas .....	5640- 7572
*North Carolina .....	7020- 8808	*Arizona .....	5076- 8688 (e, f)

Mean Minimum Salary - 7158

Mean Maximum Salary - 9234

- (a) Longevity payments are added to the range.
- (b) Appointments frequently made above minimum of the salary range.
- (c) Minimum qualifications significantly higher than those defined.
- (e) Includes lowest minimum and highest maximum of several jurisdictions.
- (f) After 6 months to 1 year satisfactory service, employee is promoted.
- (j) Requires one year experience as trainee.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Kansas, Louisiana, Maine, Michigan, Ohio, Wyoming, Virgin Islands.

## HEALTH OFFICER

This is the professional entry position in medical work in the public health field. An employee in this class may work with the director of a division in the central office and is responsible for making field investigations of the factors related to the causes of various communicable diseases. The incumbent evaluates facilities available and recommends techniques to be used to prevent or treat such diseases, and may be in charge of a small local health unit or assist a health officer of higher rank in the administration of a larger local unit. This class requires graduation from an accredited medical school, plus one year's internship, and ability to secure a license to practice medicine in the State. One year of graduate study in public health may also be required.

*Michigan.....	24743-30589 (a)	*West Virginia.....	16320-19860
*Maryland.....	23300 (c)	Florida.....	16042-22620
*New York.....	22309-25325 (a)	*North Carolina.....	15852-20184 (a)
*California.....	20496-24912	*Mississippi.....	15360-19620
Missouri.....	20000-23000	Tennessee.....	15360-17640
Pennsylvania.....	19664-22768	Kentucky.....	15288-21504
*Virginia.....	19600-23400	North Dakota.....	15288-19320 (a)
*Utah.....	18180-23220 (a, z)	*Hawaii.....	15264-19488 (a)
*Georgia.....	18150-24198	*Arkansas.....	15084-21396 (c)
*Louisiana.....	18000-24000 (a)	South Carolina.....	14750-20590
*Montana.....	17580-22020	Delaware.....	14640-20640
Texas.....	17500-19000 (q, u)	Alabama.....	13923-18018 (b)
*Vermont.....	17394-24700 (b, c)	New Mexico.....	13920-18000 (a)
*Washington.....	16908-20556	Massachusetts.....	13411-17077
*New Jersey.....	16890-21960	Arizona.....	13404-18048 (e)
Idaho.....	16872-20520	Kansas.....	12924-16416 (a)
Illinois.....	16800-23280	Maine.....	12298-14846 (a, b, c)
Oklahoma.....	16560-21600 (a)	*Puerto Rico.....	10980-13380 (a, w)
*Oregon.....	16476-21036		

Mean Minimum Salary - 16690

Mean Maximum Salary - 20964

- (a) Longevity payments are added to the range.
- (b) Appointments frequently made above minimum of the salary range.
- (c) Minimum qualifications significantly higher than those defined.
- (e) Includes lowest minimum and highest maximum of several jurisdictions.
- (q) \$1000 may be added for board certification.
- (u) Physicians and dentists may be paid up to additional \$3000.
- (w) Includes annual Christmas bonus.
- (z) Fifteen percent may be added to annual salary for board certification.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Alaska, Colorado, Connecticut, District of Columbia, Indiana, Iowa, Minnesota, Nebraska, Nevada, New Hampshire, Ohio, Rhode Island, South Dakota, Wisconsin, Wyoming, Virgin Islands.

# STATE DIRECTOR, PUBLIC HEALTH NURSING

This is responsible professional public health nursing work of an administrative nature. An employee in this class participates in agency program planning and policy development, has responsibility for organizing, planning and directing public health nursing services of the State department of health, and coordinating the nursing services with other services of the department of health, and with local, State and Federal agencies. In some instances the work may include supervision of the local nursing programs. This class usually requires a BS degree including public health nursing, graduate training in public health nursing, registration to practice nursing in the State, and extensive public health nursing experience, including some administrative and supervisory responsibilities.

*District of Columbia.....	22885-29752	*New Jersey.....	12603-16383
*Alaska.....	20940-25164	*Virginia.....	12528-16400
*New York.....	20411-21777 (a)	*Montana.....	12300-15360
*California.....	16044-20512	*Colorado.....	12276-15672 (a)
Pennsylvania.....	15387-20629	Tennessee.....	12240-15360
*Connecticut.....	15186-18648 (a)	*West Virginia.....	12180-15540
Maryland.....	14672-19275	*North Carolina.....	11880-15120 (a)
*Washington.....	14460-18456	Indiana.....	11760-14520
*Massachusetts.....	14167-17943	Missouri.....	11700-15672
Wyoming.....	14124-18216 (a)	*Oregon.....	11604-14832
*Michigan.....	14115-17894 (a)	Minnesota.....	11400-15000
*Hawaii.....	13836-17678 (a)	*New Hampshire.....	11375-14269 (a)
Texas.....	13692-16692	*Rhode Island.....	11284-13442 (a)
*Georgia.....	13650-18150	Nebraska.....	10860-13920 (b)
Illinois.....	13560-18720	Virgin Islands.....	10837-13831
*Utah.....	13428-18072 (a)	Iowa.....	10824-14508
*Nevada.....	13383-16149	*Arkansas.....	10692-14340
Oklahoma.....	13380-17460 (a)	Maine.....	10660-12896 (a)
*Wisconsin.....	13344-17400	North Dakota.....	10512-13284 (a)
Delaware.....	13320-18720	Kentucky.....	10344-13200 (a)
*Mississippi.....	13260-16920	New Mexico.....	10320-13920 (a)
*Arizona.....	13248-16932	Idaho.....	10296-12504
Ohio.....	13104-17576	South Dakota.....	10200-13008
*Vermont.....	12948-17992	Kansas.....	9780-12324 (a)
Florida.....	12766-17966	*Louisiana.....	9000-12600 (a)
Alabama.....	12766-16523	*Puerto Rico.....	8580-10380 (a, w)
South Carolina.....	12720-17520		

Mean Minimum Salary - 12883

Mean Maximum Salary - 16547

(a) Longevity payments are added to the range.

(b) Appointments frequently made above minimum of the salary range.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.



# PUBLIC HEALTH NURSE CONSULTANT

This is professional work at the consultant level in the field of public health nursing. An employee in this position analyzes and plans the nursing needs and develops the nursing services in a generalized public health service program or in special fields such as maternal and child health, mental hygiene, crippled children, or tuberculosis. This class usually requires State registration, one or two years graduate study in public health nursing, and some experience in public health nursing.

*Alaska .....	14664-16188	Florida .....	9724-13468
*New York .....	13278-15993 (a)	Oklahoma .....	9720-12660 (a)
Maryland.....	12357-16235	Maine .....	9698-11726 (a, c)
Texas .....	12000-14628	Illinois.....	9660-13320
*District of Columbia.....	11905-15478	*Connecticut.....	9601-11827 (a, c)
*Michigan.....	11755-14971 (a)	*Oregon.....	9552-12192
*New Jersey.....	11431-14863	*Rhode Island .....	9412-11206 (a, c)
*California.....	11400-13860	*North Carolina .....	9384-11880 (a)
*Hawaii .....	11388-15264 (a)	Minnesota.....	9372-11856
*Massachusetts.....	11388-14492 (c)	Idaho .....	9348-11340
*Wisconsin.....	11220-14592	South Dakota .....	9276-11832
Pennsylvania.....	10954-14657	Missouri .....	9180-12288
Delaware.....	10920-14640	*Colorado .....	9168-11700 (a)
*Washington .....	10800-13776	Kansas.....	8892-11244 (a)
Tennessee.....	10800-12720	Indiana.....	8640-10800
*Vermont.....	10790-14898 (c)	*Kentucky .....	8520-10872 (a)
*Virginia .....	10512-13128	Nebraska.....	8400-10860 (b)
Ohio .....	10338-13416	North Dakota .....	8316-10512 (a)
*Montana .....	10320-12900	*Louisiana .....	8280-11880 (a, d)
*Georgia.....	10290-13650	*New Hampshire .....	8078-10163 (a, c)
*Arizona.....	10224-12708	Iowa .....	7692-13308
Alabama.....	10036-12246	South Carolina.....	7600-10200
Virgin Islands .....	10034-12809	New Mexico .....	7560-10320 (a)
*Utah.....	9972-13428 (a)	*Mississippi .....	7380- 9360
West Virginia.....	9900-12780	*Puerto Rico .....	7080- 8580 (a, w)
*Arkansas.....	9852-13200		

Mean Minimum Salary - 9961

Mean Maximum Salary - 12802

- (a) Longevity payments are added to the range.
- (b) Appointments frequently made above minimum of the salary range.
- (c) Minimum qualifications significantly higher than those defined.
- (d) Minimum qualifications significantly lower than those defined.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Nevada, Wyoming.

# PUBLIC HEALTH NURSE

This is the professional entry position in public health nursing. An employee in this class is expected to perform the scope of duties and responsibilities normally assigned a trained public health nurse. The employee works under only general supervision as regards the accurate performance of the technical duties of the position. This class usually requires graduation from an accredited school of nursing, State registration, and a program of study in public health nursing or appropriate public health nursing experience.

*Alaska .....	10788-12922	South Dakota .....	7104- 9072
*California.....	9492-11508	*Virginia .....	7032- 8784 (d)
*Nevada.....	9252-11112	*North Carolina .....	7020- 8808
*District of Columbia....	8908-11338	*Louisiana .....	6900- 9900 (a, d)
*Washington .....	8544-10380	Missouri.....	6864- 9180 (b)
Illinois.....	8520-11700 (c)	Idaho.....	6636- 8076
*Hawaii.....	8508-10848 (a)	Florida .....	6552- 8944
*Connecticut.....	8416- 9736 (a, b)	*Georgia.....	6474- 8538 (b)
*Vermont.....	8398-11414	Maine .....	6422- 7696 (a)
Delaware.....	8136-10920	*Kentucky.....	6360- 9852
Minnesota.....	8004- 9744	Oklahoma .....	6240- 8220 (a, d)
Tennessee .....	7800- 9480	Texas .....	6204- 7560
Maryland.....	7672-10080	Virgin Islands.....	6200- 7910
*Oregon.....	7548- 9168	South Carolina.....	6120- 8180
*Colorado.....	7536- 9168 (a)	Kansas.....	6096- 7716 (a)
*Utah.....	7416- 9972 (a)	Iowa .....	6024- 7692
Pennsylvania.....	7407- 9454	Indiana.....	6000- 7560
*New Jersey.....	7369- 9577	North Dakota.....	5988- 7572 (a)
*West Virginia.....	7200- 9420	*Mississippi.....	5760- 7380
Nebraska.....	7200- 9300 (b)	Alabama.....	5733- 7527
*Montana .....	7200- 9000	Arizona.....	5592-10056 (e)
*Rhode Island .....	7150- 8502 (a)	New Mexico .....	5520- 7560 (a, d)
*New Hampshire.....	7129- 8928 (a)	New York.....	5475-11341 (b, e)
*Arkansas.....	7116- 9540	*Puerto Rico.....	4450- 5377 (a, d, w)

Mean Minimum Salary - 7114

Mean Maximum Salary - 9244

- (a) Longevity payments are added to the range.
- (b) Appointments frequently made above minimum of the salary range.
- (c) Minimum qualifications significantly higher than those defined.
- (d) Minimum qualifications significantly lower than those defined.
- (e) Includes lowest minimum and highest maximum of several jurisdictions.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the Michigan, Ohio, Wisconsin, Wyoming.

# DIRECTOR OF PUBLIC HEALTH EDUCATION

This is professional work of an administrative nature in public health education. An employee in this class directs a state-wide program of health education; supervises staff personnel such as district health educators, writers, artists, and librarians; consults with program chiefs within the agency on educational methods of achieving program goals; coordinates the health education program with other agencies' programs; consults with health educators and other personnel in local health agencies; mobilizes community resources for public health action; prepares and makes effective use of health education materials; plans and conducts in-service and community-wide training programs; directs conferences; recruits and places health educators, prepares budgets, etc. In some instances the work may include conducting research. This class usually requires a Master's degree in public health education and considerable experience in public health education or a closely related field.

*New York .....	30791	*Virgin Islands .....	11704-14937
*District of Columbia.....	22885-29752	*Oregon.....	11604-14832
*California.....	16044-20512	*Virginia .....	11472-15000
Illinois.....	15600-21600 (c)	*Kentucky .....	11412-14556 (a)
*Georgia.....	15006-19974	Minnesota.....	11400-15000
Texas .....	14500-16000 (d)	*Idaho .....	11340-13788
*Utah .....	13428-18072 (a)	*North Carolina .....	11304-14388 (a)
Massachusetts.....	13411-17077	*Arizona.....	11076-13788
Oklahoma .....	13380-17460 (a)	*South Carolina.....	10980-14940
*Wisconsin.....	13344-17400	*West Virginia.....	10980-14100
Pennsylvania.....	13301-17839	Missouri .....	10620-14220
Ohio .....	13104-17576	*Rhode Island.....	10322-12324 (a)
*Colorado.....	12900-16464 (a)	Nebraska.....	10320-13260
*New Jersey.....	12603-16383	Iowa .....	9816-13152
*Hawaii .....	12552-16032 (a)	Kansas.....	9780-12324 (a)
*Washington .....	12492-15948	*Puerto Rico .....	9180-10980 (a, w)
Maryland.....	12357-16235	North Dakota.....	9132-11544 (a)
Alabama.....	12246-15834	*Louisiana .....	9000-12600 (a)
Florida .....	11908-16562	*Mississippi.....	8940-11400
Connecticut.....	11907-14379 (a)	Delaware.....	8136-10920
Tennessee .....	11760-14820	Maine .....	8060- 9698 (a)
*Montana .....	11760-14700	South Dakota .....	8040-10272
Indiana.....	11760-14520	*Arkansas.....	7716-10332

Mean Minimum Salary - 12203

Mean Maximum Salary - 15188

(a) Longevity payments are added to the range.

(c) Minimum qualifications significantly higher than those defined.

(d) Minimum qualifications significantly lower than those defined.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Alaska, Michigan, Nevada, New Hampshire, New Mexico, Vermont, Wyoming.

### NUTRITION CONSULTANT

This is professional work at the consultant level in an agency having a nutrition director. An employee in this class is responsible for developing and carrying out public health nutrition services in an assigned geographical area. The incumbent works under administrative direction and with technical assistance. He consults with medical and para-medical personnel on current scientific findings in foods and nutrition and their application to agency programs; he may design, conduct or participate in dietary and nutrition studies or other studies with a nutrition component; he develops educational materials; and he cooperates with other agencies in the formulation and coordination of nutrition programs. This class usually requires graduation from college with a major in foods and nutrition, one year of graduate training in nutrition as applied to public health, and some experience in a health, welfare or related agency.

*District of Columbia.....	11905-15478	*North Carolina.....	8976-11304 (a)
*Michigan.....	11755-14971 (a)	*Arizona.....	8748-10884
*New Jersey.....	11431-14863	Florida.....	8684-11986
*Hawaii.....	11388-14532 (a)	*Connecticut.....	8623-10723 (a)
*New York.....	11286-13676 (a)	*Kentucky.....	8520-10872 (a)
*Wisconsin.....	11220-14592	*Virginia.....	8400-10992
*California.....	11124-13536	*Louisiana.....	8280-11880 (a)
*Washington.....	10284-13116	*Montana.....	8280-10320
Maryland.....	10213-13417	*South Carolina.....	8185-10985
Delaware.....	9924-13320	*West Virginia.....	8040-10440
*Iowa.....	9816-13152	Massachusetts.....	7935- 9714
*Colorado.....	9168-11700 (a)	Alabama.....	7878-10036
North Dakota.....	9132-11544 (a)	*Arkansas.....	7716-10332
*Oregon.....	9108-11604	Ohio.....	7696-10130
Tennessee.....	9060-10800	Missouri.....	7560-10116
Minnesota.....	9012-11856	Maine.....	7358- 8840 (a)
Pennsylvania.....	9011-12075	*Nebraska.....	7200- 9300 (b)
Indiana.....	9000-11280	*Mississippi.....	7020- 8940
*Rhode Island.....	8996-10712 (a)	*Puerto Rico.....	6780- 8200 (a, w)

Mean Minimum Salary - 9071

Mean Maximum Salary - 11637

(a) Longevity payments are added to the range.

(b) Appointments frequently made above minimum of the salary range.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Alaska, Georgia, Idaho, Illinois, Kansas, Nevada, New Hampshire, New Mexico, Oklahoma, South Dakota, Texas, Utah, Vermont, Wyoming, Virgin Islands.

# LABORATORY TECHNICIAN

This is the professional entry position in laboratory technical services. An employee in this class performs the more routine types of bacteriological, serological, chemical, microscopic or other analyses of water, sewage, industrial wastes, milk, dairy products, foods, and drugs. The incumbent may assist in special technical research projects. The work is performed under relatively close supervision and in accordance with well defined standards and procedures. This class usually requires no experience, but requires graduation from an accredited college with a Bachelor's degree in an appropriate science, such as bacteriology or chemistry.

*Alaska.....	10788-12972 (c)	*Oregon.....	7128- 9108
*California.....	8520-10356	*Georgia.....	7098- 9378
*New York.....	8398- 9854 (a, j)	Ohio.....	7072- 9277
Tennessee.....	8220- 9900	South Carolina.....	7065- 9485
Pennsylvania.....	8163-10954	Kansas.....	7008- 8892 (a)
*Arizona.....	8124- 9900	*Louisiana.....	6900- 9999 (a, d)
*New Jersey.....	8124 (f)	*Rhode Island.....	6812- 8112 (a)
*Wisconsin.....	8100-10608	*Utah.....	6720- 9036 (a)
*Michigan.....	8081- 9897 (a)	*Virginia.....	6720- 8784
Minnesota.....	8004-10956	Idaho.....	6636- 8076
Illinois.....	7980-10920	Indiana.....	6600- 8280
*Vermont.....	7878-10634	*District of Columbia....	6548- 8510
Connecticut.....	7756- 9736 (a)	Missouri.....	6540- 8748
*South Dakota.....	7728- 9852	*North Carolina.....	6528- 8172 (a)
*Iowa.....	7692-10308	Virgin Islands.....	6510- 8310
*Washington.....	7680- 9336	*West Virginia.....	6480- 8460
Maryland.....	7672-10080	Nebraska.....	6480- 8400 (b)
North Dakota.....	7572- 9576 (a)	Maine.....	6422- 7696 (a)
Texas.....	7560- 9216	Kentucky.....	6360- 8112 (a)
*Colorado.....	7536- 9624 (a)	Massachusetts.....	6282- 7670 (d)
Alabama.....	7527- 9672	*New Hampshire.....	6133- 7735 (a)
Florida.....	7384-10114	*Arkansas.....	6096- 8160
Delaware.....	7356- 9924	New Mexico.....	6000- 8280 (a)
*Hawaii.....	7344- 9372 (a)	*Puerto Rico.....	5871- 7080 (a, w)
*Montana.....	7200- 9000	*Mississippi.....	4980- 6360

Mean Minimum Salary - 7227

Mean Maximum Salary - 9242

- (a) Longevity payments are added to the range.
- (b) Appointments frequently made above minimum of the salary range.
- (c) Minimum qualifications significantly higher than those defined.
- (d) Minimum qualifications significantly lower than those defined.
- (f) After 6 months to 1 year satisfactory service, employee is promoted.
- (j) Requires one year experience as trainee.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Nevada, Oklahoma, Wyoming.

# PSYCHIATRIST

This is responsible professional and administrative work involving the direction of a local or regional mental health clinic. Duties include diagnosis and treatment of patients and may involve supervision and training of clinic personnel. This class requires an M.D. and a year's internship, usually supplemented by three or four years of specialized training and/or experience in the field of psychiatry.

*New York.....	26958	Delaware.....	19680-27600
*Georgia.....	24198-29214	Illinois.....	19560-27120
*Utah.....	24000-30636 (a)	Oklahoma .....	19440-25140 (a)
*Maryland.....	23300	*Louisiana .....	19200-25200 (a)
North Carolina .....	22920-29220	Idaho .....	18612-22608 (y)
*District of Columbia....	22918-28813	*Massachusetts.....	18444-23436
Tennessee .....	22020-24720	Minnesota.....	18240-22188
Missouri.....	22000-25000	Ohio .....	17888-23920
*Michigan.....	21987-26873 (a)	*Virgin Islands .....	17569-22422
*Connecticut.....	21911-26729 (a)	South Carolina.....	15950-22350
Pennsylvania.....	21672-25115	*Rhode Island .....	15886-18148 (a)
*Virginia .....	21400-26000	West Virginia.....	15780-18780
Indiana.....	21120-26880	*Maine .....	15574-28275 (a, b, c)
*Florida .....	20462-27976	*Kentucky .....	15288-18996 (a)
*Oregon.....	20028-25560	*Puerto Rico.....	15180-17180 (a, w)
*Montana .....	19836-24576 (a)	*New Hampshire .....	14906-18595 (a)

Mean Minimum Salary - 19810

Mean Maximum Salary - 24642

- (a) Longevity payments are added to the range.
- (b) Appointments frequently made above minimum of the salary range.
- (c) Minimum qualifications significantly higher than those defined.
- (w) Includes annual Christmas bonus.
- (y) \$3600 may be added to annual salary for board certification.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Alabama, Alaska, Arizona, Arkansas, California, Colorado, Hawaii, Iowa, Kansas, Mississippi, Nebraska, Nevada, New Jersey, New Mexico, North Dakota, South Dakota, Texas, Vermont, Washington, Wisconsin, Wyoming.

# PSYCHOLOGIST

This is responsible professional psychological work in a clinic, hospital, or similar medical setting. An employee in this class selects, administers, and interprets psychological tests; assists in diagnosis and plan of therapy as a member of a clinical team with a psychiatrist and psychiatric social worker; helps design and carry out research projects; under supervision, gives individual and group psychotherapy, and participates in local and State mental health programs. This is essentially non-supervisory work, but may, in some cases, include the supervision of students and trainees. This class usually requires a Master's degree with the major emphasis on clinical psychology and some experience.

*Alaska .....	16800-20184	*North Carolina .....	9216-11664
*District of Columbia..	14665-18922	Florida .....	9204-12662
*Arizona.....	13248-16932	Missouri .....	9180-12288
*Nebraska.....	12600-16140	*Virginia .....	9168-13128
*Louisiana .....	12000-16800 (a, b, c)	Minnesota.....	9012-11856
*New York.....	11913-14408 (a)	Pennsylvania.....	9011-12075
Indiana.....	11760-14520 (c)	Delaware.....	8988-12120
Virgin Islands .....	11704-14937	Idaho .....	8904-10812
Connecticut.....	11691-13701 (a, c)	*Maine .....	8840-15990 (a)
Hawaii .....	11388-14532 (a, c)	*New Hampshire .....	8811-10920 (a)
*Wisconsin.....	11220-14592 (c)	*Montana .....	8664-10752 (a)
*Oregon.....	11136-14252 (c)	New Mexico .....	8640-11760 (a)
*New Jersey.....	10887-14151	*Georgia.....	8538-11298
*Michigan .....	10837-13614 (a)	West Virginia.....	8460-10980
*Vermont.....	10790-14898	Ohio .....	8424-10982
Illinois.....	10320-14160	North Dakota.....	8316-10512 (a)
Tennessee .....	10320-12240	*Rhode Island .....	8190- 9802 (a)
*Iowa .....	10308-13812	*Mississippi.....	8100-10320
*Colorado .....	10104-12900 (a)	*Arkansas.....	7716-10332
Utah .....	9972-13428 (a)	*Kentucky .....	7716- 9852 (a)
Oklahoma .....	9720-12600 (a)	Kansas.....	7716- 9780 (a)
Alabama.....	9672-11856	South Carolina.....	7600-10200
*Massachusetts.....	9539-12082	*Puerto Rico .....	6780- 8280 (a, w)
Maryland.....	9284-12198		

Mean Minimum Salary - 9937

Mean Maximum Salary - 12898

- (a) Longevity payments are added to the range.
- (b) Appointments frequently made above minimum of the salary range.
- (c) Minimum qualifications significantly higher than those defined.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: California, Nevada, South Dakota, Texas, Washington, Wyoming.

# PSYCHIATRIC SOCIAL WORKER

This is responsible psychiatric social work performed in a clinic, hospital, or similar medical setting. An employee in this class compiles case histories for diagnostic study; assists in diagnosis and plan of therapy as a member of a clinical team with a psychiatrist and psychologist; assists in the supervision of trainees, and aids in the development and conduct of community mental health educational programs. This is essentially non-supervisory work, but the duties may, in some cases, include directing social work services in a small clinic or hospital. This class usually requires training in a graduate school of social work with a major in psychiatric social work, or a major in social case work plus some experience in psychiatric social work.

*Alaska .....	13464-16188	Florida .....	8684-11986
*District of Columbia.....	11905-15478	*Louisiana .....	8640-12240 (a)
*California.....	10608-12888	Alabama.....	8606-10751
*Georgia.....	10290-13650	Pennsylvania.....	8580-11501 (d)
Utah.....	9972-13428 (a)	*Idaho .....	8472-10296
*Hawaii .....	9840-12552 (a)	*New Hampshire .....	8445-10543 (a)
Illinois.....	9660-13320	Nebraska.....	8400-10860
*Oregon.....	9624-12288	Indiana.....	8280-10320
*Colorado .....	9624-12276 (a)	Tennessee.....	8220- 9900
*Connecticut.....	9601-11827 (a)	*Mississippi.....	8100-10320
*Wisconsin.....	9552-12420	North Carolina .....	8028-10116
*Vermont.....	9542-13078	*Montana .....	7980- 9876 (a)
*Michigan.....	9333-11526 (a)	Virgin Islands .....	7966-10166
Maryland.....	9284-12198	*Massachusetts.....	7935- 9714
*New York.....	9027-11012 (a)	*Kentucky .....	7716- 9852 (a)
Minnesota.....	9012-11856 (b)	Kansas.....	7716- 9780 (a)
Delaware.....	8988-12120	*Maine .....	7696-13884 (a, b)
*New Jersey.....	8957-11092	West Virginia.....	7620- 9900
Ohio.....	8840-11398	South Carolina.....	7600-10200
*Virginia .....	8784-11472	*Puerto Rico.....	7380- 8880 (a, w)
Missouri .....	8748-11700		

Mean Minimum Salary - 8944

Mean Maximum Salary - 11581

(a) Longevity payments are added to the range.

(b) Appointments frequently made above minimum of the salary range.

(d) Minimum qualifications significantly lower than those defined.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Arizona, Arkansas, Iowa, Nevada, New Mexico, North Dakota, Oklahoma, Rhode Island, South Dakota, Texas, Washington, Wyoming.



### VOCATIONAL REHABILITATION DIRECTOR

This is highly responsible administrative and supervisory work involving the direction of the state-wide program of vocational rehabilitation for the physically and mentally handicapped. This class usually requires college graduation and an extensive background of experience in vocational rehabilitation work or designated related fields, including supervisory experience, or an equivalent combination of training and experience.

*New York .....	28045		*Iowa .....	16065-21165
California.....	27500		Kentucky .....	15288-18996
*Wisconsin.....	25496		*Washington.....	15192-19380
*Alaska .....	25164-30264		Arizona.....	15144-19332
*South Carolina.....	24480		Arkansas.....	15000
*Virginia .....	24000		*Mississippi.....	14988-17004
Maryland.....	23000		*Utah .....	14832-19932 (a)
*District of Columbia.....	22885-29752		*South Dakota .....	14832-18924
Texas .....	22500	(c)	*Nevada.....	14694-17754
*West Virginia.....	21960		*Vermont.....	14586-20410
*New Jersey.....	21558-28026		*Indiana.....	14520-17760
Illinois.....	21120-29400		*Oregon.....	14124-18024
*Connecticut.....	21002-25700 (a)		New Mexico .....	14049
Pennsylvania.....	19664-26367		North Dakota.....	14000-16000 (a)
*North Carolina .....	19224-24492 (a)		*Nebraska.....	14000
Florida .....	18876-26104		*New Hampshire.....	13928-17480 (a)
Ohio .....	18720-24856		Hawaii.....	13836-17676 (a)
Minnesota.....	18240-22188		Tennessee .....	13740-17040
*Georgia.....	18150-24198		Alabama.....	13312-17199
*Colorado .....	18144-23148 (a)		Wyoming .....	13080-16872 (a)
*Missouri.....	18024		*Montana .....	13000
Louisiana .....	18000- 2500		Kansas.....	11784-16416
Massachusetts.....	17200		*Maine.....	11726-14170 (a)
*Delaware.....	16642-25112		Virgin Islands .....	11704-14937
Oklahoma .....	16560-21600 (c)		*Puerto Rico .....	11580-13980 (a, w)
*Idaho.....	16500		*Rhode Island .....	10790-12870 (a)

Mean Minimum Salary - 17354

Mean Maximum Salary - 20189

(a) Longevity payments are added to the range.

(c) Minimum qualifications significantly higher than those defined.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Michigan.

# VOCATIONAL REHABILITATION COUNSELOR

This is counseling work at professional entry level in the general rehabilitation agency. An employee in this class takes responsibility, under supervision, for initiating and carrying out rehabilitation processes for persons who are physically and mentally handicapped. The duties include the determination of eligibility, evaluation of individual needs and potentialities, and counseling of the disabled person in the attainment of a satisfactory vocational adjustment. This class usually requires college graduation and some experience in the field of vocational guidance, psychology, social work, personnel work or industrial relations, or an equivalent combination of training and experience.

*Alaska .....	12164-15036 (a)	*Iowa .....	8000-13100
*South Dakota .....	10812-13812	Illinois.....	7980-10920
*New York .....	10709-12999 (a)	Massachusetts.....	7935- 9714
*California.....	10440-11696	Tennessee .....	7800- 9900
*Missouri.....	9744-11880	Ohio .....	7696-10130
*Wisconsin.....	9552-12420	Maryland.....	7672-10080
Texas .....	9528-11616	South Carolina.....	7600-10200
*Nevada.....	9252-11111	*Rhode Island.....	7488- 8892 (a)
*Connecticut.....	9095-11261 (a)	Delaware.....	7356- 9924
Wyoming.....	8916-11496 (a)	*Montana .....	7260-10200
*Washington.....	8880-11328	North Dakota.....	7200-10800 (a)
*Michigan.....	8728- 9062 (f)	New Mexico .....	7200- 9840 (a)
*Oregon.....	8664-11064	Indiana.....	7200- 9000
Alabama.....	8606-10751	*New Hampshire.....	7129- 8928 (a)
*Georgia.....	8538-11298	*Kentucky .....	6996- 8940 (a)
Idaho .....	8472-10296	Florida .....	6968- 9516
*Virginia .....	8400-10992 (c)	*Mississippi.....	6960-10704
*Vermont.....	8398-11414	Virgin Islands .....	6830- 8730
*Colorado .....	8316-10608 (a)	Nebraska.....	6800- 9000
Arizona.....	8256-10296	Maine .....	6708- 8060 (a)
*Utah .....	8184-11016 (a)	Hawaii .....	6660- 8508 (a)
*North Carolina .....	8172-10308 (a)	Oklahoma .....	6600- 8700
Pennsylvania.....	8163-10432	*Louisiana .....	6500-12000
*New Jersey.....	8124 (f)	Kansas.....	6384- 8892
*District of Columbia.....	8098-10528	*Arkansas.....	6096- 8160
*West Virginia.....	8040-10440 (c)	*Puerto Rico.....	5253- 6480 (a, w)
Minnesota.....	8004-10536		

Mean Minimum Salary - 8047

Mean Maximum Salary - 10442

(a) Longevity payments are added to the range.

(c) Minimum qualifications significantly higher than those defined.

(f) After 6 months to 1 year satisfactory service, employee is promoted.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

# STATE DIRECTOR, CIVIL DEFENSE

This is highly responsible administrative work, involving planning, organizing and carrying out a state-wide program designed to protect civilians in time of natural disaster or enemy attack. The incumbent acts as the Governor's representative on all civil defense matters and coordinates civil defense activities in all State Departments. When this position is included in the classified service, it usually requires college graduation and extensive administrative and planning experience in a large-scale public, military or industrial organization.

*New York.....	35875		Rhode Island.....	15520
*Hawaii.....	29245	(n)	Florida.....	15405-16000
*Georgia.....	29232	(n)	*New Hampshire.....	15226-17129 (a, n)
*California.....	25000		Illinois.....	15000
South Dakota.....	24500	(n)	Minnesota.....	15000
*District of Columbia.....	22885-29752		Mississippi.....	14000
*Alaska.....	22536-27096		*Puerto Rico.....	13543-17285
*Colorado.....	20004	(a)	Connecticut.....	13020-16110 (a)
*Washington.....	18500		Delaware.....	13000
*North Carolina.....	18480		Maine.....	13000
*Vermont.....	18000-19800	(n)	Texas.....	12816-15624 (o)
Kentucky.....	18000	(n)	Missouri.....	12600
South Carolina.....	18000		Nevada.....	12144
Kansas.....	17500		West Virginia.....	12000
Massachusetts.....	17400		Wyoming.....	12000 (n)
*Oregon.....	17172		Tennessee.....	11760-13740
*Virginia.....	17000		Iowa.....	11500
Pennsylvania.....	16978-22768		*Idaho.....	11340-13788
Alabama.....	16200		*Utah.....	11016
*Puerto Rico.....	16180	(w)	*Arizona.....	10972-14242
Louisiana.....	16000		*Indiana.....	10128
Maryland.....	15750		North Dakota.....	10080
*Wisconsin.....	15744-20484		Nebraska.....	10000-15559 (a, n)
Oklahoma.....	15720-20520		Arkansas.....	9900

Mean Minimum Salary - 16309

Mean Maximum Salary - 18659

(a) Longevity payments are added to the range.

(n) Adjutant General or Department Head; part-time C. D. responsibility.

(o) Has major responsibility where Director has part-time duties.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Michigan, Montana, New Jersey, New Mexico, Ohio.

DEPUTY STATE DIRECTOR, CIVIL DEFENSE

This is highly responsible administrative work, involving the planning, organizing and directing of the state-wide defense program. The incumbent may be responsible for supervision of one or more specified phases of the civil defense program. Duties include acting for the State Director in his absence. The class usually requires college graduation and considerable administrative and planning experience in a large-scale public, military or industrial organization, or an equivalent combination of education and experience.

*New York .....	25310-29425 (a)	Kansas.....	11244-14220 (a, o)
*District of Columbia.....	19643-25538	Maryland.....	11233-14757
*Georgia.....	18600 (o)	Texas.....	10872-13248
*Alaska .....	18072-21720	*Oregon.....	10536-13452
*New Jersey.....	17735-23057	*Vermont.....	10450-11500
*California.....	17700-21516	Wyoming.....	10404-11760 (a, o)
*Michigan.....	15597-20087 (a, o)	*Rhode Island.....	10322-12324 (a)
*Hawaii.....	15264-19488 (a, o)	*North Carolina.....	10308-13080 (a)
*Montana .....	13422-17450	South Dakota .....	10200-13008 (o)
Nebraska.....	13416-17136 (a, o)	Tennessee .....	9480-11280
Minnesota .....	13344-17544	Kentucky.....	9384-11976 (a, o)
*Wisconsin.....	13344-17400	Florida .....	9204-12662
Ohio .....	13104-17576 (o)	*Utah.....	9036-12156 (a)
*Washington.....	12492-15948	New Mexico .....	9000-12300
*Puerto Rico.....	12180-14580 (a, w)	Delaware.....	8988-12120
Massachusetts.....	12077-15291	West Virginia.....	8940-11580
South Carolina.....	11825-16175	*Idaho.....	8904-10812
*Virgin Islands.....	11704-14937	Maine.....	8450-10166 (a)
*Louisiana .....	11520-16320	*New Hampshire .....	8445-10543 (a, o)
*Virginia .....	11472-14328	Mississippi.....	7200- 8400

Mean Minimum Salary - 12260

Mean Maximum Salary - 15135

(a) Longevity payments are added to the range.

(o) Has major responsibility where Director has part-time duties.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Alabama, Arizona, Arkansas, Colorado, Connecticut, Illinois, Indiana, Iowa, Missouri, Nevada, North Dakota, Oklahoma, Pennsylvania.

### ADMINISTRATIVE OFFICER

This is responsible administrative work, involving the management of the State Civil Defense office, and coordination of the State program and the Federal contributions and surplus property programs. An employee in this class also provides supporting administrative services, such as personnel, budget, fiscal and supply. This class usually requires college graduation and considerable experience in general administration or office management, or an equivalent combination of education and experience.

*New York .....	18362-21777 (a)	*District of Columbia.....	8956-11647
*California.....	16044-19512	Wyoming .....	8916-11496 (a)
*Washington .....	11890-15192	Missouri .....	8748-11700
*Hawaii .....	11388-14532	Iowa .....	8484-11364
*Colorado .....	11136-14220 (a)	Nebraska.....	7980-10320
Illinois.....	11040-15180	*Rhode Island.....	7826- 9308 (a)
Pennsylvania.....	10954-14657	Oklahoma .....	7800-10260
*New Jersey.....	10887-14151	Kentucky .....	7716- 9852 (a)
Minnesota.....	10536-13872	*Utah .....	7416- 9972 (a)
Maryland.....	10213-13417	*Puerto Rico .....	7380- 8880 (a, w)
Massachusetts.....	10202-12870	Maine .....	7358- 8840 (a)
South Carolina.....	10200-13800	Kansas.....	7356- 9324 (a)
Texas .....	10176-12408	North Dakota .....	7224- 9132 (a)
*Nevada.....	10133-12195	West Virginia.....	7200- 9420
Alabama.....	10036-12246	*South Dakota .....	7104- 9072
*Virginia .....	9600-12528	Idaho .....	6972- 8472
*Arkansas.....	9084-12180	Mississippi.....	6000- 7200
*North Carolina .....	8976-11304 (a)		

Mean Minimum Salary - 9465

Mean Maximum Salary - 12065

(a) Longevity payments are added to the range.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Alaska, Arizona, Connecticut, Delaware, Florida, Georgia, Indiana, Louisiana, Michigan, Montana, New Hampshire, New Mexico, Ohio, Oregon, Tennessee, Vermont, Wisconsin, Virgin Islands.

# OPERATIONS OFFICER

This is responsible work in the State office, involving the development of operational plans, the organization of civil defense resources, and the coordination of all elements of the operational plans. Duties may also include the organization of, and direction of training for civil defense manpower. This class usually requires college graduation and extensive experience in civil defense, emergency services, or disaster relief, including considerable administrative experience. In some States, experience in related fields or as a military officer may be substituted for college graduation.

*New York .....	18362-21777 (a)	Connecticut.....	9095-11261 (a)
*California.....	16044-19512	*Arkansas.....	9084-12180
*District of Columbia....	14192-18449	*Utah .....	9036-12156 (a)
Illinois.....	13560-18720	*Rhode Island .....	8996-10712 (a)
Pennsylvania.....	13301-17839 (c)	Delaware.....	8988-12120
*Wisconsin.....	12240-15948	*Vermont.....	8944-12168 (d)
*Hawaii .....	11388-14532	West Virginia.....	8940-11580
Massachusetts.....	11388-14492	Wyoming .....	8916-11496 (a)
*Washington .....	11328-14460	Missouri .....	8748-11700
*Colorado .....	11136-14220 (a)	Tennessee .....	8640-10320
*New Jersey.....	10887-14151	Iowa .....	8484-11364
*Nevada.....	10609-12776	*South Dakota .....	8340-10644
*Puerto Rico .....	10380-12780 (a, w)	*Idaho .....	8076- 9804
*Georgia.....	10290-13650	Nebraska.....	7980-10320
*Montana .....	10250-13326	North Dakota.....	7932-10032 (a)
*Arizona.....	10224-12708	Oklahoma .....	7800-10260
Maryland.....	10213-13417	*New Hampshire .....	7725- 9701 (a)
South Carolina.....	10200-13800	Kentucky .....	7716- 9852 (a)
*Virginia .....	9600-12000	Maine .....	7696- 9256 (a)
Texas .....	9528-11616	Florida .....	7384-10114
*North Carolina .....	9384-11880 (a)	New Mexico .....	6900- 9420
Minnesota.....	9372-12336	Mississippi.....	6000- 7200
Ohio .....	9214-11835		

Mean Minimum Salary - 9878

Mean Maximum Salary - 12664

- (a) Longevity payments are added to the range.
- (c) Minimum qualifications significantly higher than those defined.
- (d) Minimum qualifications significantly lower than those defined.
- (w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Alabama, Alaska, Indiana, Kansas, Louisiana, Michigan, Oregon, Virgin Islands.

# AREA COORDINATOR

This is responsible work, involving development and coordination of all phases of the plan for civil defense within an assigned area of the State. An employee in this class coordinates the development of plans for local agencies and serves as liaison between the local agencies and the State agency. The incumbent exercises independent judgment on the application of State standards to local situations. This class usually requires college graduation and considerable administrative or supervisory experience, or an equivalent combination of education and experience.

*California.....	16044-19512	Indiana.....	8280-10320
*Alaska .....	15600-18744	South Carolina.....	7600-10200
*New York .....	12581-15186 (a)	*Louisiana .....	7560-11160
Pennsylvania.....	10432-13979	Alabama.....	7527- 9672 (d)
*New Jersey.....	10369-13477	Tennessee .....	7440- 9060
Illinois.....	10320-14160	Ohio .....	7384- 9755
*Wisconsin.....	10308-13404	North Dakota.....	7224- 9132 (a)
Massachusetts.....	10202-12870	West Virginia.....	7200- 9420
*Michigan .....	9939-12841 (a)	Nebraska.....	7200- 9300
Minnesota.....	9372-12336	*New Hampshire .....	7129- 8928 (a)
*Washington .....	9336-11892	*Arkansas.....	7116- 9540 (d)
*Montana .....	9329-12128	Maine .....	7020- 8450 (a)
Maryland.....	9284-12198	Kentucky .....	6996- 8940 (a)
*Virginia .....	9168-12000	Florida .....	6968- 9516
Connecticut.....	9095-11261 (a)	*Oregon.....	6792- 8664
*North Carolina .....	8976-11304 (a)	Mississippi.....	6600- 7800
*Georgia.....	8538-11298	*Puerto Rico .....	6180- 7380 (a, w)

Mean Minimum Salary - 8856

Mean Maximum Salary - 11347

(a) Longevity payments are added to the range.

(d) Minimum qualifications significantly lower than those defined.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Arizona, Colorado, Delaware, District of Columbia, Hawaii, Idaho, Iowa, Kansas, Missouri, Nevada, New Mexico, Oklahoma, Rhode Island, South Dakota, Texas, Utah, Vermont, Wyoming, Virgin Islands.

# TRAINING AND EDUCATION OFFICER

This is responsible professional work, involving the planning and administration of a state-wide civil defense training and education program. An employee in this class is responsible for coordination of local training programs with the State and national programs. This class usually requires college graduation, preferably including courses in education, psychology or public administration, and considerable experience in the administration of training programs including some supervisory experience, or an equivalent combination of education and experience.

*District of Columbia.....	11905-15478	*Louisiana .....	8280-11880 (k)
*Hawaii .....	11388-14532	South Carolina.....	8185-10985
*Washington .....	11328-14460	*Utah .....	8184-11016 (a)
*New Jersey.....	10887-14151	*Iowa .....	8076-10824
*Georgia.....	10290-13650	*Idaho .....	8076- 9804
Massachusetts.....	10202-12870	North Dakota.....	7932-10032 (a)
Alabama.....	9672-11856	*Vermont.....	7878-10634 (d)
Illinois.....	9660-13320	Oklahoma .....	7800-10260
Texas .....	9528-11616	*New Hampshire .....	7725- 9701 (a, k)
Minnesota.....	9372-12336	Kentucky .....	7716- 9852 (a)
Maryland.....	9284-12198 (k)	South Dakota .....	7416- 9480
Ohio .....	9214-11853	*Puerto Rico .....	7380- 8880 (a, w)
Connecticut.....	9095-11261 (a)	Delaware.....	7356- 9924 (k)
*Arkansas.....	9084-12180	Nebraska.....	7200- 9300
Pennsylvania.....	9011-12075	Maine .....	7020- 8450 (a)
*Rhode Island .....	8996-10712 (a, k)	Florida .....	6968- 9516
*Virginia .....	8784-10992 (k)	Mississippi.....	6000- 7200
*Arizona.....	8748-10884	New Mexico .....	5280- 7200

Mean Minimum Salary - 8636

Mean Maximum Salary - 11148

(a) Longevity payments are added to the range.

(d) Minimum qualifications significantly lower than those defined.

(k) Also performs public information duties.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Alaska, California, Colorado, Indiana, Kansas, Michigan, Missouri, Montana, Nevada, New York, North Carolina, Oregon, Tennessee, West Virginia, Wisconsin, Wyoming, Virgin Islands.



# PUBLIC INFORMATION OFFICER

This is responsible professional work, involving the development and administration of a continuing program of public information in the field of non-military defense. Duties include the preparation and dissemination of information to the local civil defense agencies and the public. This class usually requires college graduation, preferably with courses in communications, such as public relations or journalism, and considerable administrative and planning experience in the field of public information, or an equivalent combination of education and experience.

*New York.....	16510-19680 (a)	*Hawaii.....	8508-10848
*Alaska.....	13464-16188	South Carolina.....	8185-10985
*New Jersey.....	10887-14151	Minnesota.....	8004-10536
Massachusetts.....	10202-12870	Oklahoma.....	7800-10260
Alabama.....	10036-12246	*Georgia.....	7782-10290
Illinois.....	9660-13320	Nebraska.....	7200- 9300
Connecticut.....	9601-11827 (a)	Florida.....	6968- 9516
Ohio.....	9214-11853	West Virginia.....	6840- 8940
*Oregon.....	9108-11604	*Puerto Rico.....	6780- 8280 (a, w)
*Louisiana.....	9000-12600	Tennessee.....	6360- 7800
*Wisconsin.....	8796-11448	*Arkansas.....	6096- 8160
*North Carolina.....	8568-10800 (a)	Mississippi.....	6000- 7200
Kentucky.....	8520-10872 (a)	Kansas.....	5556- 7008 (a)

Mean Minimum Salary - 8678

Mean Maximum Salary - 11099

(a) Longevity payments are added to the range.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Arizona, California, Colorado, Delaware, District of Columbia, Idaho, Indiana, Iowa, Maine, Maryland, Michigan, Missouri, Montana, Nevada, New Hampshire, New Mexico, North Dakota, Pennsylvania, Rhode Island, South Dakota, Texas, Utah, Vermont, Virginia, Washington, Wyoming, Virgin Islands.

## RADIOLOGICAL DEFENSE OFFICER

This is responsible technical work, involving the planning and implementation of a program designed to utilize all available techniques and knowledge for minimizing the effects of nuclear warfare with particular reference to inhabitants, natural resources and industries. An employee in this class is responsible for coordinating the State and local programs with national policy and practice. This class usually requires college graduation with a major in physical science, and considerable experience in the application of scientific principles and techniques, including responsible supervisory or planning experience, or an equivalent combination of education and experience.

*New York.....	18362-21777 (a, m)	Pennsylvania.....	9011-12075
*Alaska.....	13464-16188	*North Carolina.....	8976-11304 (a)
*Hawaii.....	11388-14532	West Virginia.....	8940-11580
Massachusetts.....	11388-14492	Wyoming.....	8916-11496 (a)
*New Jersey.....	10887-14151 (d, m)	South Carolina.....	8185-10985
*Washington.....	10284-13116	South Dakota.....	8040-10272
*Colorado.....	10104-12900 (a)	North Dakota.....	7932-10032 (a)
Alabama.....	9672-11856	Missouri.....	7560-10116
*Wisconsin.....	9552-12420	Maine.....	7358- 8840 (a)
*Rhode Island.....	9412-11206 (a)	Nebraska.....	7200- 9300
Maryland.....	9284-12198	Florida.....	6968- 9516
*Puerto Rico.....	9180-10980 (a, w)	Kansas.....	6684- 8484 (a)
*Virginia.....	9168-12000	New Mexico.....	6000- 8280 (d)
Connecticut.....	9095-11261 (a)	Mississippi.....	6000- 7200

Mean Minimum Salary - 9250

Mean Maximum Salary - 11734

(a) Longevity payments are added to the range.

(d) Minimum qualifications significantly lower than those defined.

(m) Serves also as Secretary of the State Advisory Council.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Arizona, Arkansas, California, Delaware, District of Columbia, Georgia, Idaho, Illinois, Indiana, Iowa, Kentucky, Louisiana, Michigan, Minnesota, Montana, Nevada, New Hampshire, Ohio, Oklahoma, Oregon, Tennessee, Texas, Utah, Vermont, Virgin Islands.

# COMMUNICATIONS OFFICER

This is responsible technical work involving planning and effectuating a program designed to insure communication capability in an emergency. This work includes supervision of the establishment and operation of warning and communications systems and networks, and the coordination of local and State systems with established national systems. This class usually requires college graduation or equivalent post-high school technical training in electronics or physics, and considerable experience in electronic communications, with special emphasis on planning systems of communications and integrating or coordinating different kinds of facilities. Some supervisory or administrative experience may also be required.

*California.....	15276-18576	South Carolina.....	8185-10985
*Alaska .....	13464-16188	*Utah.....	8184-11016 (a)
Illinois.....	11820-16320	Idaho .....	8076- 9804
*Hawaii.....	11388-14532 (a)	Maine .....	8060- 9698 (a)
*Nevada.....	10609-12776	Minnesota.....	8004-10536
*Washington.....	10284-13116	Missouri.....	7932-10620
Massachusetts.....	10202-12870	North Dakota.....	7932-10032 (a)
*District of Columbia....	9881-12842	Kentucky .....	7716- 9852 (a)
*Colorado.....	9624-12276 (a)	Iowa .....	7692-10308
*Oregon.....	9552-12192	West Virginia.....	7620- 9900
*North Carolina.....	9384-11880 (a)	*Louisiana.....	7560-11160 (d)
Maryland.....	9284-12198	Alabama.....	7527- 9672
Connecticut.....	9095-11261 (a)	Delaware.....	7356- 9924
Pennsylvania.....	9011-12075	Nebraska.....	7200- 9300
Texas .....	8916-10872	*Arkansas.....	7116- 9540
Ohio .....	8840-11398	Florida .....	6968- 9516 (d)
*Virginia .....	8784-10992	Oklahoma .....	6960- 9180
Tennessee .....	8640-10320	*Puerto Rico.....	6180- 7380 (a, w)
*Georgia.....	8538-11298	Mississippi.....	6000- 7200
*Rhode Island.....	8190- 9802 (a, d)		

Mean Minimum Salary - 8796

Mean Maximum Salary - 11266

(a) Longevity payments are added to the range.

(d) Minimum qualifications significantly lower than those defined.

(w) Includes annual Christmas bonus.

\*Salary range revised since last semi-annual survey.

No comparable class within scope of definition reported for the following: Arizona, Indiana, Kansas, Michigan, Montana, New Hampshire, New Jersey, New Mexico, New York, South Dakota, Vermont, Wisconsin, Wyoming, Virgin Islands.

